

CIVIL RIGHTS DEVELOPMENTS IN MASSACHUSETTS, 1980

MAY 1981

-A clearinghouse report of the Massachusetts Advisory Committee to the U.S. Commission on Civil Rights, published for the information of the Commission and the people of Massachusetts. The contents of this report should be attributed to the Massachusetts Advisory Committee rather than to the Commission.

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UNITED STATES COMMISSION ON CIVIL RIGHTS

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May 1981

Dear Friend:

The U.S. Commission on Civil Rights was established by Congress in 1957 as an independent, bipartisan factfinding agency to investigate complaints, study legal developments and appraise Federal laws and policies with respect to discrimination, and serve as a national civil rights clearinghouse. In turn, State Advisory Committees were formed to assist the Commission in these responsibilities.

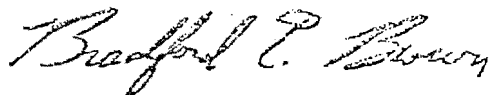
Over the past year the Massachusetts Advisory Committee has been monitoring civil rights developments in our State as well as providing the U.S. Commission on Civil Rights with specific information within the agency's jurisdiction. That jurisdiction now includes discrimination because of race, religion, national origin, sex, age, and handicap.

As an outgrowth of our monitoring efforts, we have prepared this brief report on civil rights developments in Massachusetts 1980. It does not claim to be a comprehensive statement, but we do believe it can serve as a bench-mark, identify problems and progress, add to our understanding of the status of protected groups, and help refine our concept of civil rights.

We have also included a short statement on the activities of the Massachusetts Advisory Committee. If you would like to recommend ways in which we or the Commission might improve our work, please write to us at the above address. Certainly, the work ahead for all of us will be great.

We hope that you will find this review useful. Additional copies are available from the New England Regional Office as are the other publications of our Advisory Committee and the Commission.

Sincerely,



DR. BRADFORD E. BROWN
Chairperson
Massachusetts Advisory Committee

Enclosures

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Introduction

To most Americans, the phrase "civil rights" brings to mind the quest of black Americans for freedom and equality: images of lunch counter sit-ins, freedom rides, and the National Guard escorting black children during the desegregation struggles of the 1950's and 1960's. We recall the reaction to the quest for civil rights in threats, violence, bombings, and murders.

The Nation then entered a period of legislative and judicial activity; increasing concern with de facto as well as de jure school segregation; growing emphasis on housing and employment discrimination; and a broader definition of "protected" groups. Most of us recognized that discrimination was being experienced by other racial groups including Asians and Native Americans; by groups identified by national origin, especially Hispanics; by religious groups; and by women, the elderly, and the handicapped.

Efforts were made on the local, State, and national levels to address these problems, with varying degrees of effectiveness. Even with growing resistance in the 1970's, there was progress.

However, 1980 has seen a resurgence of the Ku Klux Klan and other hate groups, an attempted assassination of a major black leader, urban riots, and political attacks on programs that blacks and other minorities regard as crucial to their hopes. The year ended with black Americans not only fearful that the political tide had turned against them, but with the evidence of race-motivated murders in a number of cities.

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The U.S. Commission on Civil Rights believes that the 1980's will be a critical period for civil rights. In a year-end report to the President and Congress, the Commission observed that hate group activity, racially motivated violence, and the rising number of civil disorders all have contributed to "an atmosphere that impedes civil rights progress."

The Commission called for a strong, well-coordinated Federal response, led by the Attorney General or another designated official, to deter violence, and it urged the President to appoint a senior White House advisor responsible for improving and directing the Federal civil rights effort.

The past year also saw a hardening of opposition to measures that actively seek to advance equality of opportunity not only for racial minorities, but for women, the handicapped, and the elderly. In response, the Commission urged Congress to support the strengthening of fair housing legislation, and to provide the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs with the resources to combat job discrimination. The Commission reaffirmed its support for the Equal Rights Amendment and affirmative action, and recommended changes in Federal law to prosecute police officers who violate the civil rights of those they are charged to protect.

Although many of the tragic events of the past year occurred in distant communities-- Miami, Greensboro, Atlanta, Chattanooga, Buffalo-- they are not so far removed from our lives here in Massachusetts.

We have transmitted the information in the brief report that follows to the U.S. Commission on Civil Rights as its Massachusetts Advisory Committee and now share it with you.

Population Statistics

According to the first official figures released by the Bureau of Census on the results of the 1980 Census, Massachusetts has a population of 5.7 million which is an increase of only a fraction of 1 percent above the 1970 population. The Census figures show that 4 percent of the State's residents are black, 2 percent are Hispanic and 1 percent are Asian.

In Boston and Springfield, the State's two largest cities, the percentage of minorities is higher. Boston's population is 20 percent black, 6 percent Hispanic, 2 percent Asian and under 1 percent American Indian. Springfield has a total minority population of 33 percent (17 percent black, 9 percent Hispanic, and 7 percent others). While these figures have been designated as final by the Bureau of the Census, there have been questions raised about their accuracy. Massachusetts was one of 10 States to file cases in Federal court charging that the 1980 Census undercounted the population, especially minorities. The Massachusetts case has been consolidated with similar cases brought by other States and all will be tried in Federal District Court in Maryland.

According to statistics compiled by the Massachusetts Division of Employment Security, women compose 43.5 percent of the labor force in Massachusetts and 53.1 percent of the labor force in Boston. There are no figures available on the number of handicapped persons in Massachusetts but the State Office of Handicapped Affairs estimates that about 16 percent of the population could be defined as handicapped. This estimate is derived from statistics on the handicapped population nationwide. A report of the U.S. Department of Health and Human Services indicated that in 1979 there were 740,000 persons 65 years or older living in Massachusetts.

Legal, Policy, and Institutional Developments

1. Legislative Activity

On February 13, 1980, a new State civil rights law became effective. The law applies to instances of harassment and violence which are racially motivated and also to excessive use of force by police. The law authorizes the State Attorney General to seek relief to protect an individual's civil rights, provides a private cause for action for money damages for those persons whose civil rights have been interfered with, and establishes criminal penalties for civil rights violations. Until this law was enacted, civil rights violations occurring in Massachusetts had to be brought in Federal Court. By the end of 1980, few cases had been brought under the new law.

A bill that would have mandated affirmative action in State government passed the house of representatives but was killed by the senate. Affirmative action has been required by a Governor's executive order since 1970 but there is no State statute mandating affirmative action. Also killed was a bill that would have prohibited discrimination against the handicapped in employment. Both of these bills have been refiled for consideration in the 1981 legislative session.

While the General Court failed to enact statutory protection for the handicapped, a new constitutional amendment which gives broad protections to the handicapped did pass. The constitutional amendment providing equal rights for the handicapped appeared as a referendum question on the November ballot and passed overwhelmingly. The provision became part of the Massachusetts State Constitution in December 1980.

Legislation has been enacted in Massachusetts providing that blind persons cannot be excluded from jury service merely on the basis of their disability.

A "rape staircasing" law providing graduated penalties for different offenses was enacted including provision for victims to obtain compensation for costs incurred in connection with rape. The bill was supported by feminist groups that believe the conviction rate will be increased under this law since it allows greater latitude in sentencing of those convicted of rape.

The process of amending the State constitution to permit the reestablishment of capital punishment was initiated. However, the Constitutional Convention deferred any action on this proposal after the landmark decision on October 29, 1980 of the Supreme Judicial Court declaring capital punishment to be cruel and unusual punishment and discriminatory to blacks.

A law was enacted that requires cases of suspected abuse, neglect or mistreatment of nursing home patients to be reported to the State Department of Public Health. The law imposes fines of up to \$1,000 for failure to report abuse cases and stiffer fines and jail terms for those found guilty of abusing elderly patients.

2. State Government Activity

Jane Edmonds' three-year term as chairperson of the Massachusetts Commission Against Discrimination (MCAD), expired in March 1980. Her reappointment had been urged by several civil rights groups. However, in April, Governor King replaced Edmonds with Darrell L. Outlaw, former assistant corporation counsel for Boston. The three-member commission also included Sam Stonefield, who was reappointed in 1979, and Alex Rodriguez, whose term would have expired in 1981. However, Rodriguez resigned on December 31, 1980 to assume a position as court-appointed monitor in a case charging the Boston School Committee with failure to provide adequate education to children with special needs.¹

In 1980 MCAD received almost 2,000 complaints of discrimination. Of these, 35 percent alleged race discrimination, 27 percent sex discrimination, 15 percent age discrimination, and 12 percent discrimination on the basis of national origin. Eighty-three percent of the cases filed were employment discrimination claims. Housing discrimination complaints accounted for 12 percent of the cases and 3.5 percent were charges of discrimination in places of public accommodation.

In 1980, the State Attorney General's civil rights and liberties division settled two sex discrimination cases which had been filed in the U.S. District Court against Boston area publishing companies on behalf of present and former female employees alleging discrimination in hiring, pay, and promotion. Settlements in the cases against Allyn and Bacon Inc. and Addison-Wesley required payment of \$450,000 in back pay to some 600 female employees as well as affirmative action and training programs.

In partial settlement of a lawsuit brought by the South Shore Coalition for Human Rights, the Executive Office of Communities and Development

¹By April 1981, Outlaw had resigned to become a judge and had been replaced as chairperson by Leon A. Brathwaite, the former State Director of Affirmative Action. Stonefield subsequently submitted his resignation effective June 30, 1981.

(EODC) opened a Boston site for accepting applications for subsidized housing. Before this suit, all such offices were located in predominately white suburbs. The plaintiffs charged the failure to have an office in Boston limited minority participation in the subsidized housing program.

3. Boston Government Activity

Boston Mayor Kevin H. White proposed the creation of a Boston Commission Against Discrimination as one element of a larger reorganization of city government. As proposed, the new agency, supplanting the Mayor's Office of Human Rights, would have had subpoena power and, according to the Mayor, would have been "the toughest in the country." The Boston City Council held public hearings on the proposal and several witnesses, notably representatives of city employee unions, opposed it on the grounds that it would create an "unnecessary layer of bureaucracy" since the MCAD already has authority in Boston. The attorney who drafted the ordinance warned the council that if it were not passed, the city might lose millions of Federal dollars annually. A HUD official urged the council to pass the ordinance because this would help eliminate some of HUD's objections to funding the city's Community Development Block Grant proposals. The Boston City Council passed a substitute ordinance proposing a much weaker Boston Commission Against Discrimination. It would have consisted of five commissioners appointed by the mayor and approved by the council who would serve without pay. The Commission would have had no enforcement powers. It would bring discrimination complaints to the "attention" of the MCAD, the State and U.S. Attorneys. The ordinance also would have created a Citizen's Advisory Council on Violence. The Mayor denounced the city council's action as "a sham, a cheap political ploy," and refused to sign the ordinance.

4. Judicial Activity

A consent decree was entered into between the parties in the case of Massachusetts Afro-American Association of Police Officers v. Boston Police Department. The black police officers had charged the department with discrimination in promotions and assignments. At the time the agreement was signed no blacks functioned as line supervisors; the only two black

sergeants were in nonsupervisory positions. The decree establishes a goal of 25 black sergeants by 1985.

In a case involving a white Cambridge policeman, the U.S. Supreme Court rejected his claim that he was passed over for a promotion because of racial discrimination. The justices let stand a lower court ruling upholding the city's decision of 1975 against promoting Francis J. Burns to the rank of sergeant. Burns argued he was denied his constitutional rights to equal protection and due process because three black members of the department were recommended for promotions even though all of them scored lower than he on a civil service exam. Burns' suit had been rejected in part on grounds that the promotion to sergeant did not involve a legal right guaranteed protection by the Constitution.

In late 1979 Boston Mayor White issued an Executive Order requiring that at least 50 percent of workers on municipal construction projects be Boston residents, 25 percent be minorities, and 10 percent be females. The Massachusetts Council of Construction Employers brought suit challenging the constitutionality of that Executive Order and of a State law which provides that residents should be granted preference in public construction contracts. There has been no decision on the legality of the challenged Executive Order or State law but several procedural issues in the case have been resolved.

The First Circuit Court of Appeals upheld the U.S. District Court's dismissal of a petition submitted by four labor unions to intervene in the Culbreath case, a race discrimination suit against the Commonwealth of Massachusetts. The lower court decided that the petition was not timely. The labor unions had not sought to intervene in the case until the black plaintiffs and the State were ready to enter into a Consent Decree four years after the case was filed. Culbreath alleged widespread discrimination by four large State agencies. The Commonwealth is now taking steps to implement the terms of the comprehensive Consent Decree entered into by the parties to the lawsuit.

Two lawsuits (NAACP, Boston Chapter v. Harris and LUCHA v. Harris) challenged HUD's approval of Community Development Block Grant (CDBG) and

Urban Development Action Grant (UDAG) funds for the City of Boston and the nearby city of Chelsea. They alleged that in approving such funding, HUD acted in violation of the constitutional and statutory requirements prohibiting discrimination in federally-funded programs. The cases are complicated and a number of procedural issues are being addressed by the Court.

On February 5, 1980, a Massachusetts law restoring school prayer (by requiring teachers to invite student volunteers to lead the class in prayer) went into effect. Passed by the legislature and signed by the Governor in October 1979, the new law replaced one that required a minute of silence. The immediate effect of the new law was confusion. Some districts instituted the mandated practice, others simply continued meditation, and others denounced the law and said they would defy the State. The Civil Liberties Union of Massachusetts, the American Jewish Congress, and the Anti-Defamation League of B'nai B'rith sued the State on behalf of several families who claim the law is unconstitutional, but the Massachusetts Supreme Judicial Court refused to issue an injunction suspending implementation of the law. The State education commissioner was named a defendant in the suit, although he too was on record as opposing the law on constitutional grounds. The State attorney general entered the defense on the grounds that a law is constitutional until proved otherwise. On March 13, the Massachusetts Supreme Judicial Court declared the law unconstitutional and the State education commissioner expressed his pleasure at the speedy decision. Because the Court's action left the "minute of silence" in doubt, the legislature passed it again and Governor King immediately signed it on May 12.

The first, full-time, female firefighter in the State was appointed in Lexington. The woman's appointment was part of the settlement of a sex discrimination case filed with the Massachusetts Commission Against Discrimination.

In December 1980, the city of Boston settled a four-year old case charging that blacks, Hispanics and other minorities were discriminated against in employment by the Department of Public Works, and the Sewer and Water Commission. The Consent Decree provides that 50 percent of the

laborers' jobs in Public Works will go to minorities until 20 percent of that department are minorities. Hiring goals are also set for the Sewer and Water Commission.

Bilingual education was at issue in both Worcester and Hudson. In 1980, Worcester Hispanics filed suit in Federal court against the city alleging that Hispanic students were not receiving adequate bilingual education. In early December, the judge ordered that some of the issues in the case be mediated by the Community Relations Service of the U.S. Department of Justice. Parents of Portuguese-speaking students in the town of Hudson brought suit against the Hudson school department charging that the town is not in compliance with Federal requirements for children with English language deficiencies.

Social Conditions

1. Boston

In Boston, the year began with the continuation of activity on the part of religious leaders to alleviate racial tensions. In the aftermath of the September, 1979 shooting of a black student, Darryl Williams,² at the Charlestown High School football field, a few pastors from Roxbury and Charlestown joined together to show support for him and his mother, Mrs. Shirley Simmons. Statements of sympathy and sorrow went from Charlestown to Darryl Williams' church in Roxbury.

Out of this show of solidarity, Humberto Cardinal Medeiros convened a small group of black and white religious leaders seeking some way to deal with racial tension and violence. From this meeting, the idea for a Covenant of Justice, Equity, and Harmony was created. On November 2, 1979 at the Roman Catholic Cathedral of the Holy Cross, Cardinal Medeiros and Methodist Bishop Edward G. Carroll announced the details of the program. Religious leaders called on all Bostonians to think about the meaning of

²Two young men were sentenced to 10 years in the Concord Correctional Institution for the shooting.

the Covenant and to sign it. On November 19, 4,000 Bostonians from all parts of the city along with religious clergy of the Catholic, Protestant, Jewish, and Muslim faiths gathered on Boston Common to initiate the campaign for racial harmony. Cardinal Medeiros called the gathering "our irretrievable turning point" and urged that "racism... be driven out of the minds and hearts...of Boston." By February 1980, a quarter million signatures to the Covenant had been obtained; however by spring the momentum for the effort had begun to wane and fewer olive branch buttons (the symbol of the Covenant) were seen.

At his fourth inaugural in January 1980, Mayor White announced the formation of the Boston Committee. It appeared to many that the mayor was making a firm commitment to improve the racial climate of the city. He announced that he, together with Cardinal Medeiros, Archbishop of Boston, Richard Hill, Chairman of the Board of Directors of the First National Bank of Boston, and W. Davis Taylor, publisher of the Boston Globe, would seek "to find ways to guarantee minorities genuine access to the center of power." He stated that these four men representing government, religion, business, and the media would serve as the Board of Trustees of the Boston Committee and that staff would be hired to carry out this mission.

Six months later, Frank Jones, who had been general counsel of the Community Services Administration, was selected as executive director. The committee had a start-up budget of \$200,000, half contributed by the city and half by two private organizations. According to Jones, the proposed work program of the Boston Committee would focus on: jobs and economic development; an analysis of the city's institutions and their impact on race relations; strategies for inter/intra neighborhood programs; a public information program; and a continuous evaluation process.

Many people in the city concerned about intergroup tensions also sought ways to deal with the race relations issue. They viewed the Covenant efforts as worthy, but felt more was needed. Throughout the spring and summer a number of groups and committees were started or reactivated.

The Ad Hoc Committee on Violence was convened by former Deputy Mayor Clarence (Jeep) Jones and Martin Walsh, Northeast Regional Director of the

Community Relations Service, U.S. Department of Justice. The principal idea was to bring together administrators, community organization workers and community leaders to work together for peace in the city. Committees were formed to deal with: Programs to Combat Racial Violence; Social Service Programs for Youth, Economic Development and Employment; Delinquency and Crime, Youth Participation, and the Media.

The Boston Urban Coalition began on the day the Covenant was launched on Boston Common. It included church leaders within the city as well as members from Back Bay, Beacon Hill, South End, West End and downtown congregations. Stressing better jobs, adequate housing and quality education, it held a series of workshops and seminars throughout the spring and summer.

Numerous other organizations began efforts within their own structures or with other groups to help alleviate racial tensions in the city. The United Community Planning Corporation undertook a study to find out what human service organizations were doing in the area of race relations. (Their findings will be published in mid-1981.) Family Services Association of Greater Boston through its Social Advocacy Committee continued its efforts to advocate equal access for all people by establishing an Ad Hoc Committee on Racism.

In the late spring, human service representatives, artists, musicians, members of the Boston Urban Coalition and other concerned people met at Trinity Church to develop a citywide plan to reduce racial tensions. They were impatient with the "talk" and wanted to accomplish something tangible. Coalition members developed a design and attempted to test it, but though the plan was never completely implemented, its presence served as a catalyst for other groups to act.

The Greater Boston Civil Rights Coalition composed of representatives of private and public civil rights and community organizations, sponsored a series of monthly forums beginning in October designed to encourage constructive dialogue about critical civil rights issues in Boston among agencies and organizations, and to serve as a vehicle for unified action. Chairing this coalition are Martin Walsh, Regional Director, Community

Relations Service; Joseph Feaster, President, Boston NAACP; and Leonard Zakim, Civil Rights Director, Anti-Defamation League, B'nai B'rith.

Earlier in the year, Saint Paul's Cathedral sponsored a similar series of noon forums for "intercession and dialogue with ecumenical and civic leaders who are concerned about the problem of racism and violence in Boston." Other organizations involved in the movement for racial justice included Freedom House, Boston Peoples Organization and the Codman Square Community Development Corporation.

In April, the Boston Globe published a series of editorials called "A Program for Racial Peace." It recommended:

A commitment from major Boston employers to hire Boston residents, minority and white;

Links between employers, job training programs and schools to facilitate the transition from school to work;

A commitment from Boston's colleges and universities to provide financial aid for 500 qualified Boston high school graduates (250 minority) annually;

Aggressive law enforcement to ensure all people access to all areas;

A drive by city officials to establish a healthy racial climate;

A "Community Vault," a voluntary civic organization bringing together diverse groups for an ongoing dialogue on municipal problems.

Despite the efforts of civil rights and religious groups and concerned leaders within the power structure to promote racial peace, racial violence continued. Homes owned by blacks were stoned; a black attorney was assaulted by six white men near Boston Common; racial fighting took place at Hyde Park High School; a white youth died when he tried to help a black

man being harassed by a group of white youths; a black man was stabbed to death in Charlestown while on his way home; a black youth being taken into custody for auto theft was shot to death by a white police officer;³ a black family's apartment was fire-bombed in a Brighton public housing project; white motorists were stoned by black youths in Dorchester, Mattapan and Mission Hill; a white 21-year old was shot in a playground in Dorchester; a black sailor was stabbed in Charlestown.

Almost all of these acts were perpetrated by young people. Many of those arrested are juveniles, others in their late teens. According to Boston Police Commissioner Joseph Jordan, most of the youths involved in these incidents are under the influence of drugs or alcohol. They have little or no respect for authority, are angry and frustrated and have little hope for the future. While racially motivated acts have occurred throughout the city's various neighborhoods, most occur in or near public housing projects or in "changing neighborhoods."

The law enforcement community has responded quickly and forcefully to the violence. Police coverage has increased in areas where racial violence has occurred or was anticipated. Acts which are suspected of being racially motivated are investigated by the Community Disorders Unit of the Boston Police Department under the capable leadership of commanding officer Sergeant-Detective Francis M. Roche. The District Attorney's office has been aggressive in securing indictments on arrests made, and the District Attorney, the State Attorney General, and the U.S. Attorney are coordinating their efforts.

Although it had been feared that the violence of the summer would spill over into the schools, order prevailed through September. However, in the

³This shooting resulted in widespread anger and charges of police brutality in the black community. After a four-day inquest, Judge Richard Banks concluded that evidence existed to warrant further inquiry into the matter. However, both the State and the Federal grand juries convened after the inquest report found insufficient evidence to indict the police officer who shot Levi Hart.

first week of October racial fighting forced the closing of South Boston High School. Isolated incidents on September 29 resulted in a dozen suspensions, then on October 2 widespread fighting caused the closing. The fighting was judged to be the worst since 1976, and some teachers and students stated that some of those fighting had the closing of the school as their goal. The school initiated a grade-by-grade reopening on October 6.

Willie Sanders, a black man from Dorchester who had been charged with committing a series of rapes in the Brighton section of Boston was cleared of all charges of rape filed against him. During the period that these charges were pending, support groups concerned about protecting his rights were formed.

On October 10 the front pages of the Boston Globe and the Boston Herald American featured Mayor White's remark that "Boston is a racist city." The mayor spoke at the first forum of the Greater Boston Civil Rights Coalition and observed that Boston is racist because "there's no access in this town (for minorities)." There are no blacks in positions of power.

There is growing support for a move toward district representation on the City Council and the School Committee which could enable minorities to have a greater voice in local government.

Education/Instruccion, a private civil rights group primarily concerned about discrimination in housing, conducted a 10-month study of marketing practices of real estate agencies in the Allston-Brighton and Fenway neighborhoods of Boston. The study was financed by a grant from HUD. The study found widespread discrimination in the treatment of black and Hispanic apartment-seekers. Both in telephone inquiries and personal visits to real estate agencies, blacks and Hispanics were found to be much more likely to encounter substantial obstacles to finding apartments than white testers with similar income and background. On December 10, Education/Instruccion filed twelve discrimination complaints against some of the real estate agencies investigated in its study.

2. Throughout the State

While this review concentrated on the city of Boston, the problem is statewide. In November a cross was burned on the campus of Williams College and two black students received threatening letters. Classes were cancelled by the college president in response to these incidents and over three quarters of the college community attended a meeting to express opposition to these incidents.

At about the same time, the president of the Black Students Association at Harvard University found an anonymous death threat on the organization's office bulletin board.

In Chelsea a sergeant on the Chelsea Police Force and a 20-year old Puerto Rican both died of gunshot wounds after police stopped the young man's car for a minor traffic violation. Although Chelsea has a large Spanish-speaking community, at the time of these deaths it had no Hispanics on the police force and only one officer spoke Spanish. In the fatal incident, neither side could understand the other, a scuffle ensued and both men were killed.

The Anti-Defamation League of B'nai B'rith reports that acts of anti-Semitic violence and harassment have drastically increased in the last year. Forty such incidents were reported in Massachusetts in 1980 ranking the State third nationally in the number of reported incidents.

Typical of many towns in the Commonwealth, the Framingham Board of Selectmen has struggled with the issue of affirmative action in town employment for much of 1980. The town finally completed preparation of an affirmative action plan in November, but the plan was not approved or implemented by the selectmen because they claimed they want time to study what effect Proposition 2-1/2 would have on the hiring goals contained in the plan. About 2.5 percent of Framingham's residents are black and 5 percent are Hispanic, yet only 14 minorities are employed by the town in its 640-person workforce.

In August, over 3,000 women participated in night-time marches

throughout the State to "Take Back The Night." The purpose of the marches was to dramatize the threat of violence to women. The marches were organized by Greenlight, a group which establishes "safehouses" for women who have been assaulted or are afraid they will be.

Banks and insurance companies were a major focus of the Office of Federal Contract Compliance Programs (OFCCP) in 1980. OFCCP is the agency of the Federal government which determines whether companies holding government contracts are meeting their affirmative action obligations. Thirty-five banks and 11 insurance companies in New England were selected for compliance reviews.

Employment discrimination complaints filed by blacks employed at the General Dynamics shipyard in Quincy were settled by OFCCP. As a result, several blacks were rehired and given back pay, and affirmative action efforts were strengthened.

3. Elections

In the 1980 Congressional elections, Margaret Heckler, the only female in the Massachusetts congressional delegation, won easy reelection to her eighth term in Congress.

The five incumbent black State representatives and the one incumbent black State senator, all won reelection to the General Court. There were five women elected to the State Senate, which is three more than last term. Fourteen female State representatives were elected, a gain of one over last term.

Advisory Committee Activity

Affirmative action has been of major concern to the Advisory Committee for the past several years. In March, it held a two-day factfinding meeting, looking at affirmative action at the State and Federal levels. A subcommittee worked closely with Commission staff in Washington on the development of a national report on affirmative action. A report of its study of affirmative action in State government, as well as a brief report

on affirmative action at the MBTA are being prepared by the Advisory Committee.

Both the Committee's Chair, Dr. Bradford Brown and the Vice Chair, Dorothy Jones, testified at the invitation of a special Massachusetts legislative commission studying the State's civil service law system. The legislative commission has drafted a new civil service law for Massachusetts and submitted it to the General Court. It is expected that the legislature will act upon this proposal in 1981. The Advisory Committee also met with representatives of the Governor's Management Task Force with regard to the failure of the Task Force to emphasize affirmative action in its report and recommendations on the State's work force.

The Committee, concerned about growing racial tension in Boston, wrote to Police Commissioner Jordan commending him for establishing the department's Community Disorders Unit and supporting efforts to enlarge the unit.

After the U.S. Commission on Civil Rights issued its statement on "Police Practices and the Preservation of Civil Rights," the Advisory Committee transmitted to Commissioner Jordan and Boston Mayor White the Commission's recommendations for improving police-community relations.

In response to concerns of the Hispanic community, Advisory Committee members assisted the Massachusetts Commission Against Discrimination in conducting a Forum on Hispanic Concerns in Lawrence, Massachusetts.

The Advisory Committee and the staff of the New England Regional Office met on three occasions with officials from the Bureau of the Census. These meetings were to determine the steps the Bureau was taking to employ minorities as census takers and to encourage minorities to participate in the census so as to avoid a repeat of the undercount which occurred in 1970.

In conjunction with a nationwide study of the effectiveness of the Voting Rights Act of 1965, the Advisory Committee monitored six polling places in Massachusetts on election day. In addition to noting whether requirements of the Voting Rights Act were being met, the monitors assessed

the polling places for their accessibility to the handicapped and the infirm.

Throughout this past year, Massachusetts Advisory Committee members continued to monitor racial incidents in Boston and throughout the State, and have actively participated in efforts to curb violence. In addition, the Advisory Committee met with the plaintiff's attorney in the Boston School Desegregation suit and Advisory Committee members worked with community groups to maintain peace in the schools and neighborhoods.

Prospectus

Because of the many instances of racial violence that have occurred over the past year, the Massachusetts Advisory Committee has been, and will continue to be involved in efforts to bring an end to this violence and the racism in which the violence is rooted.

These efforts will be the major focus of the Advisory Committee for the coming year. As a member of the Greater Boston Civil Rights Coalition it will participate in Coalition programs and will develop its own, and will work with the many other concerned groups in Boston and Massachusetts.

The Massachusetts Advisory Committee has established a working relationship with State officials and hopes to utilize this in the implementation of its recommendations on affirmative action in State government.

As the effects of Proposition 2-1/2 become more evident, the Committee will be watching how the cutbacks in municipal programs and workforces impact upon minorities, women, the aged and the handicapped. There is concern that this situation may result in dismantling affirmative action.

The Committee will also focus on the condition of working women, and will disseminate information for employers about the problem of sexual harassment.