

# USCCR

A SUMMARY REPORT SEPTEMBER 1988

*Civil  
Rights  
Issues  
in  
Birmingham*

*Alabama Advisory Committee  
to the U.S. Commission on  
Civil Rights*

*This summary report of the Alabama Advisory Committee to the United States Commission on Civil Rights was prepared for the information and considera-*

*tion of the Commission. Statements and viewpoints in the reports should not be attributed to the Commission or to the Advisory Committee, but*

*only to individual participants in the community forum where the information was gathered.*

## **THE UNITED STATES COMMISSION ON CIVIL RIGHTS**

The United States Commission on Civil Rights, created by the Civil Rights Act of 1957 and reestablished by the Civil Rights Commission Act of 1983, is an independent, bipartisan agency of the Federal Government. By the terms of the act, as amended, the Commission is charged with the following duties pertaining to discrimination or denials of the equal protection of the laws based on race, color, religion, sex, age, handicap, or national origin, or in the administration of justice, investigation of individual discriminatory denials of the right to vote; study of legal developments with respect to discrimination or denials of the equal protection of the laws; appraisal of the laws and policies of the United States with respect to discrimination or denials of equal protection of the law; maintenance of a national clearinghouse for information respecting discrimination or denials of 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 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 and section 6(c) of the Civil Rights Commission Act of 1983. The Advisory 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 on 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 Advisory Committee; initiate and forward advice and recommendations to the Commission upon matters in which the Commission shall request the assistance of the State Advisory Committee; and attend, as observers, any open hearing or conference which the Commission may hold within the State.

**ACKNOWLEDGEMENTS:** This report was the chief assignment of William Muldrow of the Central Regional Division of the U.S. Commission on Civil Rights. Support services were provided by Jo Ann Daniels. Editorial assistance and overall supervision was the responsibility of Melvin L. Jenkins, Director, Central Regional Division.

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LETTER OF TRANSMITTAL

Alabama Advisory Committee to the  
U.S. Commission on Civil Rights  
September 1988

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Attached is a summary report on a forum held by the Alabama Advisory Committee in Birmingham on May 14, 1987, to obtain information on civil rights progress in Alabama and, in particular, Birmingham. By a vote of 6 to 0, the Advisory Committee approved submission of this report to the Commissioners. The information provided does not result from an exhaustive review of civil rights issues, but does identify certain specific issues and concerns which the Advisory Committee may decide merit further investigation and analysis.

There was a general consensus among forum participants that the civil rights climate has improved considerably through the years, but that there is still a long way to go. Despite gains by blacks in the political arena, a dearth of blacks was seen to exist on decisionmaking boards and organizations, especially in the private sector. Some participants felt that women in Alabama continued to be disadvantaged in many areas, as compared to men. An overall positive note was sounded, however, with respect to the generally shared opinion that blacks and whites continue to try to work together to improve race relations.

Respectfully,

RODNEY A. MAX, Chairperson  
Alabama Advisory Committee

ALABAMA ADVISORY COMMITTEE

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Odessa Woolfolk  
Birmingham

\*No longer a member of the Committee.

\*\*Was not a member when community forum was held.

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## INTRODUCTION

In keeping with its responsibility to monitor developments in the State, the Alabama Advisory Committee conducted a community forum in Birmingham on May 14, 1987, to gather information on the current status of civil rights in Alabama. Government representatives, educational officials, and leaders from civil and human rights organizations were invited to participate by providing oral and written presentations. In addition, an open session gave members of the general public opportunity to participate. Issues addressed included the concerns of minorities and women, the elderly, and handicapped persons. A summary of the information collected at the forum is presented in this report.

Persons who participated in the forum were Dr. Robert G. Corley, regional director of the National Conference of Christians and Jews; the Rev. Abraham Woods, president of the Birmingham Chapter of the Southern Christian Leadership Conference; James C. Graham, Jr., president and C.E.O. of the Birmingham Urban League; W.C. Patton, retired national director of the NAACP Department of Voter Education; Barbara Bondfield, director of the Jefferson County Office for Senior Citizens; Dr. Michele Wilson, chair of the Mayor's Commission on Women; Steve Butler from the Alabama Division of Rehabilitation and Crippled Children Services; Dr. Dorothy Chambers, director of Vocational Education for Birmingham City Schools; Henry Rookis, director of the Birmingham Metropolitan Area Skills Center; Sylvester Jones, interim director of the Metropolitan Development Board; David Orange, president of the Jefferson County Commission; William A. Bell, president of the Birmingham City Council; and Joe Dickson, administrative assistant to the Governor for Minority Affairs.

The 1980 Census reported the population of Alabama to be 3,893,888.

Of this number 996,335, or 25.6 percent, were black, and 33,299, or 0.9 percent, were of Spanish origin. The Birmingham Metropolitan Area contained 847,480 people, or almost 22 percent of the State's total population. Birmingham has a total population of 284,413, of which 158,224, or 55.6 percent, are black. Over two-thirds of the State's population live within 100 miles of that city.

#### GENERAL IMPRESSIONS

Since the Advisory Committee forum was conducted in Birmingham, most participants limited their remarks to an assessment of civil rights issues and interracial relationships in that city and in surrounding Jefferson County. A common conclusion among most participants was that we have come a long way, but we still have a long way to go. The Rev. Abraham Woods, president of the Birmingham Chapter of the Southern Christian Leadership Conference (SCLC), echoed this theme in the title of his remarks, "Everything Has Changed and Nothing Has Changed."

Robert G. Corley, regional director of the National Conference on Christians and Jews, said he thought that in general the relationships that now exist between the races and between different religious groups in Birmingham are good, and that currently there are no major conflicts or disputes. He felt, however, that it is an uneasy quiet, for prejudice of all kinds is still very much alive in Birmingham. He described this prejudice as an attempt to define the personal identity of someone else which results in a loss of personhood. The effects of racial prejudice, he pointed out, are particularly evident in the historical experience of Birmingham, and its negative impact on community life.

Birmingham's awareness of its legacy of prejudice, he said, has motivated it to make great progress in human relations over the past



25 years, but prejudicial attitudes still block opportunities for progress in some critical areas. It was Dr. Corley's contention that because of the persistence of racial prejudice the city is a fragmented and racially separated community today. He concluded that though relationships between races may be more extensive than in the past, they are as superficial as they used to be.

To bolster this conclusion he referred to articles published by the Birmingham Post-Herald in January 1987. These articles pointed out that in several areas of community life there is virtually no interchange between blacks and whites. They live in separate neighborhoods with little movement towards change. In one case a black man attempting to move into a largely white industrial area near Woodlawn was driven out by threats of violence.

In another instance described by Dr. Corley, a black woman living in a white suburb of Birmingham refused to send her daughter to school there because crosses had been burned in her yard when she moved in and, more recently, watermelons were thrown on her lawn. Incidents such as these, he felt, indicated that blacks are rarely welcomed into formerly all-white neighborhoods.

Birmingham's segregated schools, which remain 85 percent black compared to the suburbs which are 85 percent white, churches, and private clubs led Dr. Corley to conclude that Birmingham is not free of racial conflict. He pointed out that some private clubs exclude blacks, women, and Jews from membership altogether.

James C. Graham, Jr., voiced similar sentiments. He pointed out that the city has, indeed, made tremendous progress during the past 25 years. He was encouraged by the fact that it now has a black mayor,

a black-majority city council, a black superintendent of schools, many blacks in appointed and business positions, and many black entrepreneurs who contribute in a significant way to the economy. He said, however, that this progress has unjustifiably been given as reason for cutting back on affirmative action and equal opportunity programs, and for eliminating the development of resources required to attack the problems that still confront minority and disadvantaged citizens. As an example, he pointed to unemployment statistics which show that minority unemployment is still consistently double that of nonminority unemployed. White youth unemployment, he reported, is at epidemic levels and black youth unemployment is double that of whites.

Among other areas of concern he noted education and housing. Alabama, he said, ranks second in the nation in high school dropouts, and white Birmingham residents are moving to the suburbs in record numbers as the percentage of blacks within the city limits increases, which exacerbates problems in schools and housing.

The Rev. Woods felt it paradoxical that, despite evident gains in the struggle for civil rights, close scrutiny reveals that in many instances nothing has changed. For example, he observed, although Klansmen no longer parade the streets, the Klan mentality was very much in evidence recently when some blacks tried to move into white neighborhoods. He felt that a widening gap between per capita income for whites and blacks and increasing numbers of complaints of employment discrimination give evidence that little has really changed in the provision of equal opportunities for blacks. The political arena was one area in which he saw definite progress, with the election of a black mayor for Birmingham in 1979, a city which now also has a predominately black city council.

David Orange, president of the Jefferson County Commission, took issue with Rev. Woods' assessment that little progress has been made in the advancement of civil rights. Mr. Orange observed that a great deal of evolution has occurred since the early 1960s when Birmingham was portrayed as a city that turned on blacks with dogs and fire hoses. He stated that he had observed that blacks and whites have worked together since the 1960s with much success to bring about racial harmony. He emphasized progress which has been made in police and community relations, and in the political arena. Progress in health care has resulted in better care for indigent mothers and their babies.

Joe Dickson, administrative assistant to the Governor for Minority Affairs, representing the Governor's office at the forum, emphasized that Governor Hunt had consistently assured the general public and the legislature that his administration would be colorblind, and would not tolerate denial of opportunity for any of the State's citizens. Like other speakers who preceded him, Mr. Dickson felt that though phenomenal progress had been made on all fronts in the civil rights struggle, blacks and other minorities lag far behind economically and are deficient in education. He said they are also more likely to be victims of crimes, have a high rate of infant mortality, and participate in an inadequate welfare system.

#### EMPLOYMENT ISSUES

William A. Bell, president of the Birmingham City Council, stated that, in his view, a regression in opportunities provided in the work place has left many minorities and women feeling that the American dream still eludes them. He suggested that a major thrust of the civil rights movement in the 1950s and 1960s was to achieve better working conditions

and better education for those who had suffered discrimination. They were, he said, given hope by laws passed guaranteeing them a discrimination-free work environment. But he felt these laws were diluted by a reinterpretation of discrimination by civil rights enforcement agencies and the creation of what he called the myth of reverse discrimination. He asserted that despite gains in the political arena, where all segments of the community now participate, equal opportunity has not been achieved for the races or sexes in the work place.

Mr. Graham also felt that minority unemployment reflected unequal opportunity in the work place. He noted that, nationally, minority unemployment is consistently double that of unemployed whites, and that in Alabama the unemployment rate is 8.2 percent. He said that clients for the Urban League's employment and training programs, who are 75 percent minority persons, have doubled in number during the last 4 years but that funding for these programs will be cut about 25 percent next year due to the reduction in Federal funds available to them. Reverend Woods sees reduction in Federal funding as a dangerous trend at a time of increasing minority unemployment and demand for the Urban League's employment and training programs.

Reverend Woods criticized what he felt was unwarranted objection by the U.S. Department of Justice to employment goals for the city of Birmingham set in a 1981 consent decree by the U.S. district court. Interim annual goals were set at 50 percent for employment of black firefighters, with long term goals for each city job classification set to equal the percentage of blacks in the Jefferson County civilian labor force. Reverend Woods pointed out that as of March 31, 1987, only 17.8 percent of the fire department's work force was black. A

summary of Birmingham's consent decree report for that period (see Chart I, Appendix A) shows that 1,377, or 39.4 percent, of the city's 3,497 employees were black. Of the city's 535 officials, administrators, and professional employees, 131, or 24.5 percent, were black. The Personnel Board of Jefferson County reported in May 1987 that 1,259, or 38.5 percent, of its employees were black, and the Jefferson County Sheriff's Office reported on June 16, 1987, that 109, or 22.6 percent, of its 481 employees were black. (See Charts II and III, Appendix B.)

In response to a question regarding the use of minority contractors by Jefferson County, Mr. Orange stated that a black architect was being used for a large contract to renovate the court house. He reported that though the county makes every effort to hire minority architects, engineering firms, and contractors, it was often difficult under existing rules and guidelines for them to obtain the bond required in order to qualify for the work.

Mr. Dickson stated that a large segment of the underemployed and unemployed blacks in Alabama reside in the Black Belt counties in the southern portion of the State where few industries are locating. The present State administration, he said, has begun to tackle this problem and the Alabama Development Office (ADO) has expanded the number of its offices there to make those counties aware of existing ADO programs and technical assistance which could help.

He noted that Alabama has been under court order regarding employment practices, in one form or another, for the past 18 years. The Governor, he said, is sensitive to the problem and has attempted to recruit and appoint the best possible staff to run the departments and agencies. A strong commitment by these appointees to recruit the best qualified

employees regardless of race, color, or national origin, he feels, is the best way to keep the State from being found guilty of employment discrimination and ordered by the Federal court to hire minorities. He pointed out that the State Welfare Department makes annual audits of equal employment opportunity and affirmative action efforts by its county offices to correct underutilization of minorities and women. The Commission on Aging, he said, is currently developing strategies to obtain more employment participation on the part of the minority elderly population. The Governor has been apprised of areas in State government where the level of black employment is particularly low. The State Personnel Board is working on problems at the Department of Conservation, where there are few minority job applicants, and at the State Highway Department, where the number of minority engineers is low.

#### ECONOMIC DEVELOPMENT

Sylvester Jones, interim director of the Birmingham Area Metropolitan Development Board, presented the idea that opportunities for the involvement of black men and women in economic development were dependent on three things: 1) the need for change in political, private sector, and social attitudes; 2) the need for improved communication and the involvement of more young professionals in decisionmaking processes; and 3) openmindedness on the part of community entities that can either lay the foundation for change or inhibit it. He pointed out that in the five-county Birmingham metropolitan area most minority residents live in Jefferson County, the urban area which includes the city of Birmingham. Whites live mostly in the rural and suburban environments in and just outside of Jefferson County but work in Birmingham. The election of more black officials

in city and Jefferson County government has resulted in a city that is controlled by black politics and white economics. Gains made in the political sector, he said, are not matched in the private sector. Whereas many blacks serve on the boards of private nonprofit organization, the number on corporate boards for private enterprise are limited.

Mr. Jones said that though there is potential for interaction between the largely black political structure and the largely white private sector, differences in attitude frequently inhibit change. The private sector, he felt, is frequently not as willing to change as aggressive black political leadership wishes it would. He used as an example the effort to build a civil rights museum in Alabama. For a number of years black leadership pushed the idea of a civil rights museum, and it was suggested by some persons that its successful approval would require a change in leadership to those with a better working relationship with the private sector. This change did not occur and the museum was not funded. Dialogue is made more difficult because the majority of the private sector work in Birmingham but live in the suburbs. The private sector, he felt, is mainly concerned about conservative board reactions, whereas the political leadership feels accountable to the constituents they represent. Mr. Jones was concerned that resistance from conservative board members sometimes is engendered by what they perceive, perhaps wrongly, to be an attitude on the part of black elected officials that, "We're in power now, so we control things."

He said there is also a problem of grandstanding on the part of local leadership, who are primarily concerned with getting media attention over an issue, rather than negotiating and ironing it out in private before going public. This, he felt, frustrates the desire for change.

Mr. Jones stated that there is also a need for changes in social attitudes before there can be movement of blacks and minorities into key positions in the corporate sector. The exodus from the city of a large majority of the white population at night, results in what he called a "country club mentality," with a proliferation of private clubs in metropolitan Birmingham that are not open to blacks or, in many instances, to Jews and women. As an example of social attitudes that need to change he cited a dinner held in a private club to host some Taiwanese visitors. The visitors were left with the false impression that the black civic and political leaders, who were invited to participate in that particular function, could come there anytime.

Mr. Jones felt that great strides have been made in Birmingham towards increasing tolerance, which are manifested in part by a generation of blacks and whites who had very successful integrated educational experiences. Now, he said, there is a need to place those young professionals, both black and white, who have had this experience, on corporate boards together. Then their concerns for fairness and justice can bring about changes that are needed in the economic sector.

Mr. Dickson stated that Governor Hunt, immediately upon taking office, had instructed his cabinet to emphasize his administration's commitment to economic development. He said the Governor on two occasions had met with the Alabama Conference of Black Mayors and, along with corporate sponsors, hosted a reception for them to support their efforts to bring industry and business to predominately black populated cities. He said the Governor recognizes that total participation by minorities is necessary to enable his administration to achieve its economic development goals, and that equal job opportunities for minorities will go a long



way toward closing the gap between black and white income levels.

#### EDUCATION

Mr. Graham emphasized that education is another area which is problematic for blacks. He said that, according to a recent U.S. Department of Education report, the State of Alabama ranks second in the nation in the number of high school dropouts and that Birmingham and Jefferson County have the highest number in the State.

Birmingham's school system in 1983 was one of the first in the country to be freed from Federal desegregation court orders. The Jefferson County school system, however, is still under Federal court jurisdiction. According to the Post-Herald, about 50 percent of Birmingham's teachers are black, compared to 25 percent of Jefferson County's teachers.

At the Advisory Committee's forum, Joe Dickson reported that the State of Alabama under the Hunt administration is truly committed to strengthening the educational system in grades K-12, trade schools, colleges, universities, and professional schools. He said that no stone is being left unturned in an effort to make the State a place where college graduates will not have to leave the State to find jobs, or to find a place where they can raise their families in a climate of peace and harmony.

#### POLICE RELATIONS

W.C. Patton, retired national director of the NAACP department of voter registration, and the Rev. Abraham Woods both expressed concern for what they felt to be an increase in the unjustifiable use of deadly force by police. Reverend Woods referred to recent incidents in which he said a Vietnam veteran was shot five times by Birmingham police through a locked screen door, and a mentally ill citizen was shot twice. In

the process police wounded an elderly lady on the opposite side of the street. He said that in 1979 the shooting of an unarmed black woman by a white police officer galvanized black persons into action and resulted in the election of the first black mayor of Birmingham.

However, Mr. Orange took issue with the assessment that police officers are irresponsible. He contended that though there was a time when Birmingham police officers sometimes were poorly trained, or received no training at all, and there were few legal restrictions on the use of deadly force, that has changed. Now, he said, they are professional law enforcement officers who are often called upon to put their lives on the line. He emphasized that in the past police had to enforce some laws which were restricted to minorities and with which they disagreed. But the laws have changed, he said, and though there are bigots in every group, law enforcement officers have become a moderating force in the community, working successfully to bring about racial harmony.

#### WOMEN'S ISSUES

Michele Wilson, professor of sociology at the University of Alabama in Birmingham, addressed a number of civil rights problems which she felt women faced because of their sex. Job discrimination, she stated, is an absolute fact of life for women and is reflected as well as in the pay they receive. With few exceptions, job training, she felt, does not provide women with good preparation for nontraditional occupations, but simply teaches them "how to look pretty, how to put on makeup, and how to write a resume."

Dr. Wilson also alleged that there is overt discrimination against women in insurance, credit, and pensions, and asserted that though Birmingham has a policy for awarding contracts to minorities, it does not have

one for women-owned businesses. Family violence, she said, works a special hardship on women and for many has become a way of life. The State legislature, she said, has repeatedly failed to pass legislation which would give women the protection they need against this kind of violence.

Dr. Wilson felt that a basic restructuring of society is needed to rectify many of the problems women face, but that the election and appointment of more women to policy-making positions would help. Birmingham does have a Commission on Women, she reported, but said it has never fulfilled its charge in the area of making legislative recommendations. This commission, she stated, has only one paid staff person, the only person in the State who is paid to work on women's issues.

#### ORGANIZATIONAL EFFORTS

Reference was made at the forum to a number of organizations and programs in Alabama that seek to achieve racial justice, enlightened racial attitudes, and equal opportunity. Dr. Corley outlined the efforts of several which he felt have had varying degrees of success. The Prejudice Reduction Task Force of the National Conference of Christians and Jews seeks to help people who are motivated to confront and alleviate their prejudices. Leadership Birmingham and its Youth Leadership Forum are designed to bring together leaders from various backgrounds for the purpose of facilitating communication and introducing them to community problems.

The Community Affairs Committee (CAC) of Operation New Birmingham, originally founded in 1969 to deal with racial problems in the city, is developing an agenda which includes promoting improved educational and economic opportunities and social relationships among blacks and

whites. The CAC is also organizing a student exchange program between urban and suburban schools to allow students of different races to attend each other's schools for a period of time.

Birmingham Partnerships is an effort to bring together blacks and whites on a one-to-one basis to facilitate friendships and communication through joint efforts. The Birmingham Urban League, an affiliate of the National Urban League, seeks to assure equal treatment for minority and disadvantaged citizens. The NAACP has a committee that meets every Tuesday to review employment discrimination complaints and to provide support for those who feel that their complaints have not been heard.

#### SUMMARY

This report summarizes information received at the community forum conducted by the Alabama Advisory Committee in Birmingham on May 14, 1987. It should not be considered an exhaustive review of civil rights issues in the Birmingham area. Rather, it contains information provided by participants in the forum about issues and concerns which the Advisory Committee will continue to monitor and may decide merit further investigation and analysis.

There was general consensus among participants that the civil rights climate has improved considerably through the years, but that there is still a long way to go. In some areas of community life there was felt to be virtually no interchange between blacks and whites. There was strong feeling that affirmative action and equal opportunity programs are still needed to attack discrimination and resulting social problems that confront minorities and disadvantaged persons. Segregation and discrimination were said to still be a problem in schools, churches, and private clubs.

Despite gains by blacks in the political arena, which have resulted in the election of a black mayor in Birmingham, a black-majority city council, and a black superintendent of schools, a dearth of blacks was seen to exist on corporate boards. The present Governor has pledged that his administration will be colorblind and stated that special effort is being made to achieve parity in the work place. Employment statistics for Birmingham show that more than one-third of city employees are black, and that blacks comprise nearly 25 percent of the higher level administrators and professionals. Women were reported to be discriminated against in employment and in the awarding of contracts to women-owned businesses.

Improvements in police relations were reported, but some participants perceived lingering dissatisfaction with the treatment of blacks by police and, in some instances, their alleged unwarranted use of deadly force. Blacks were said to more likely be victims of crimes than whites.

A positive note was sounded in reports that blacks and whites continue efforts to work together to improve race relations, enhancing communication and alleviating attitudes and practices unfair to minorities. Some of these efforts have resulted in organizations and programs which concern themselves with addressing racial issues and injustices on a continuing basis.

## APPENDIX A

CHART 1Employment By Race

City of Birmingham, Alabama

Period Ending March 31, 1987

Department	Officials, Administrators and Professionals			All Employees		
	White	Black	Total	White	Black	Total
Auditorium		1	1	5	9	14
City Clerk	1	-	1	5	3	8
City Council	6	14	20	7	16	23
Community Development	42	18	60	56	29	85
Engineering	12	-	12	69	22	91
Finance	26	11	37	60	34	94
Fire	130	21	151	548	119	667
Buildings and Inspection	7	1	8	91	51	142
Law	11	5	16	19	5	24
Mayor's Office	2	2	4	9	12	21
Municipal Garage	4	-	4	37	30	67
Data Processing	9	1	10	22	12	34
Economic Development	1	1	2	1	3	4
Parole	4	4	8	4	6	10
Personnel	3	2	5	5	7	12
Police	35	8	43	562	258	820
Municipal Court	6	6	12	20	23	43
Streets and Sanitation	6	4	10	245	450	695
Traffic Engineering	5	1	6	49	28	77
Aviation	2	1	3	25	25	50
Arlington	1	-	1	4	2	6
Civil Defense	3	1	4	6	8	14
Library	46	13	59	82	67	149
Museum	5	-	5	9	12	21
Parks and Recreation	21	12	33	152	129	281
Southern Museum of Flight	1	-	1	1	1	2
Parking Authority	9	1	10	16	9	25
Red Mt. Museum	3	2	5	7	4	11
Sloss Furnace	3	1	4	4	3	7
TOTALS	404	131	535	2,120	1,377	3,497
	Percent Black - 24.5			Percent Black - 39.4		

SOURCE: Office of Personnel, City of Birmingham

APPENDIX B

CHART II

Employment By Race, Sex, and Age  
Jefferson County, Alabama  
April 1, 1987

Total Employees	Black	%	Female	%	Over 40	%
3,267	1,259	38.5	1,531	46.9	1,580	48.4

SOURCE: Personnel Board of Jefferson County

CHART III

Employment by Race, Sex and Job Classification  
Jefferson County Sheriff's Department  
June 16, 1987

	Black		White		Total
	Male	Female	Male	Female	
Deputies	55	25	275	27	382
Civilians	9	20	21	49	99
Total	64	45	296	76	481

SOURCE: Melvin Bailey, Sheriff, Jefferson County, June 16, 1987.