

Grapevine - Newsletter of A.A.P.L.

Box 64

1968 - 1978, 1984



# AFRO-AMERICAN PATROLMAN'S LEAGUE

Newsletter #1

Chicago, Illinois

.....  
Meetings At

Better Boys Foundation  
1521 South Pulaski  
9 A.M.

NOV.

.....  
and at  
Parkway Community House  
500 East 67th St.  
9 P.M.

..... 14 .....

PURPOSE: To inform and educate Afro-American Policemen of the broad spectrum of changes as they are happening in our community, our city, our country, our world. To tell it like it is.

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CONGRATULATIONS to those Afro-American Patrolmen for their restrained and humane actions during the recent Democratic Convention.

WE, Afro-American Policemen can be proud as black men and as black policemen that we have not allowed ourselves to be tainted with the ugly stain of POLICE BRUTALITY.

WE are ever mindful that our role is one of detention (arrest) and not correction (i.e., judge, jury and executioner).

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PLANS FOR A NATIONAL CONVENTION are now past the planning stage (in unity - strength, by strength - unity). Support from the community has been warm and heartfelt. We must prove worthy of this NEW TRUST!

THE LEAGUE expects to hear from various insurance companies which are bidding for our business.

THE LEAGUE needs money to operate as a viable entity. Dues will soon be assessed and a benefit held.

WHAT DOES THE LEAGUE EXPECT FROM ITS MEMBERS?

The GUTS to stand up for: their families  
their communities  
THEMSELVES

In a word, to be MEN. Men that stand tall, men that stand PROUD, that stand as BLACK MEN, knowing that they control their destiny and PROTECT their communities. That they will serve these ideas, AT ANY COST.

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REMEMBER: THE LEAGUE IS YOU

For the League to progress, it must become a part of you, and you must become a part of the League. Various Task Force Committees are being formed. We need your hearts and your minds. We appeal to the best in you! Remember, the League is you.

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PROGRESS REPORTS will be presented by various committee chairmen so that new members of the League can begin to see the direction we are taking and PARTICIPATE in the action.

NEGOTIATION for a major seminar to help gain specific knowledge of the problems that face us as black men and as black policemen is now past the planning stage. (Before we can attack the problems we must define them.)

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## AFRO-AMERICAN PATROLMAN'S LEAGUE

FOR GENERAL INFORMATION CONCERNING THE LEAGUE CALL  
731-1986 or 221-5980

Newsletter #4

Regular Monthly Meeting

Black Topographical Center

633 East 75 Street

April 17, 1969

2100 hours

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The AAPL regards with interest the fact that the District task units and the task force were given "psychological tests" by the Department.

**OUR RECRUITMENT DRIVE** is an ongoing process. Membership cards and decals are available. They are restricted to members of AAPL. The initial fee is \$10.00. You can get yours by contacting R. Robinson, District 003, or by calling 731-1986.

**NEW BOARD MEMBERS:** In order to keep moving and at the same time develop new ideas and fresh leadership, the League is expanding the Board of Directors to ten as well as selecting ten alternate directors. Please submit your qualifications in a resume to the board for selection as a board member. Available time and interest is a major criterion. Contact Buzz Palmer at 221-5980.

**DATA PROCESSING:** The League has established a connection with an organization of black men in the data processing field. These men have established facilities for the training of people with an aptitude for the various phases of this type of work. The League urges any of its members who are interested, or who know someone that might be, contact Detective J. Harden 487-4974 for further information about careers in data processing. Call between 2 and 4 p.m.

**MEMBERS ON THE SCREEN:** Tom Mitchell, Buzz Palmer and Willie Ware will appear on "Our People" Thursday, April 10, 1969. Time: 8:30 p.m., Channel 11.

**TOM MITCHELL,** the League's Information Consultant, has really come on strong! Besides the Howard Miller Program, the Jim Conway Program and others, Tom in the next month will show the League's colors on the Marty Faye Program and For Blacks Only. Watch For Blacks Only on April 10. Let's Keep our people moving up, brothers.

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N E W S L E T T E R

REGULAR MONTHLY MEETING: June 12, 1969  
8:00 P. M. - 8:30 P. M.

LOCATION: Alpha House  
4432 South Dr. M. L. King Drive

REFRESHMENTS WILL BE SERVED

Earl Durham,  
Guest Speaker

If you have been reading the news in recent weeks, you know that the League has been officially supported by Operation Breadbasket, Garfield Organization, The Woodlawn Organization, to name a few of the 60 Black organizations that are now behind us.

The Chicago Forum, an integrated group composed of sixty business and professional men, also support the League and have done so in a letter to Superintendent Conlisk.

The League is receiving an award Saturday, June 7, 1969, at the Bismarck Hotel for its contribution to civil liberties in 1968.

DID YOU KNOW?

If you are not registered with the state of Illinois as a gun owner, you cannot purchase any other firearms except a service revolver, 38 caliber, or any ammunition for any type weapon except 38 caliber ammunition. Word to the wise, REGISTER TODAY; it only costs \$5.00 and takes about three weeks to receive a card.

The League is forming a women's auxiliary. All interested women contact: R. Robinson, phone: 752-0174 for information on date and time of the meeting.

If you have any information for the newsletter, please contact: R. Robinson at 731-1986.

Are you receiving your mail, if not let us know did you receive this newsletter by mail? Check your name and address and please report any mistakes to: R. Robinson at 731-1986.

Send contribution for the Erwin Jackson Memorial Fund to: 645 East 87th Street, Seaway National Bank. Let us see if we can help his family.

The League needs volunteers for community service work; please contact: R. Robinson at 731-1986.

The Newsletter is available for birthday wishes. Notify: R. Robinson at 731-1986.

Do you want to sell or buy anything? List it in the Newsletter.

The League can now be contacted 24 hours a day by calling: 752-0174.

Did you know that you can go to school free of charge and take the courses of your choice. For information contact Sgt. Dick Ford, Educational Director at WA 2-4747, Extension 759.

-- J O I N T O D A Y --

MEMBERSHIP INFORMATION -- Contacts:

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Loop: Richard Ford: WA 2-4747, Ext. 759  
Task Force: Curtis Cowson: 468-6551  
West Side: Willie Ware: 261-0691  
West Side: Howard Saffold: 287-3925  
South Side: Renault Robinson: 731-1986

Join the League today--regardless of your rank, the League wants all Black policemen.

Support your BLACK community.  
Your BLACK community supports  
the League.

6/69

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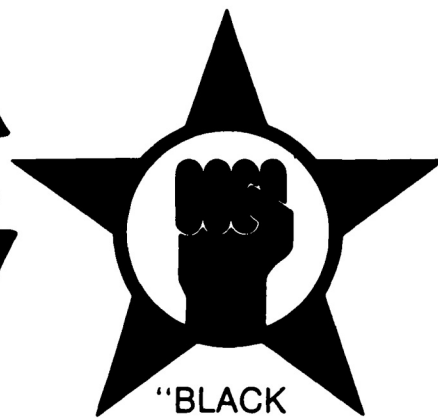
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Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE



"BLACK  
POWER  
THROUGH  
THE  
LAW"

Renault Robinson, President

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384

Curtis Cowsen, Editor

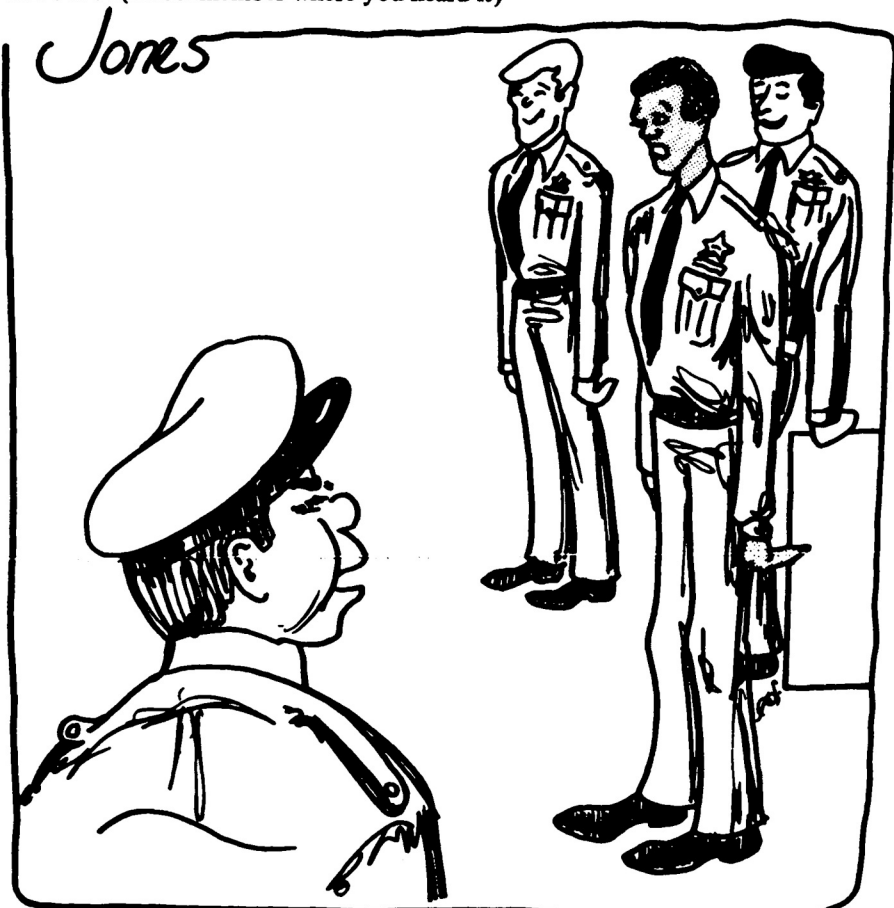
VOL. 1 NO. 1

MARCH, 1970



THE GRAPEVINE

Well, here it is. The Grapevine. The official newsletter of the A.A.P.L. It's not much. But, it's better than nothing. What do you think of it? Got something to say? We'll print it! And you don't have to sign your name either. We'll tell it like it is . . . . (Just remember where you heard it)



*"Jones, you'll have to do something with that bushy hair."*

BY PATROLMAN WAYNE HORNE

Shall we continue to wear our hair in a semi-Yul Brynner type style merely to satisfy the upper echelon, and generally most of the supervisory personnel? Is the Natural appearance disliked, as a style, or feared as a symbol of the trend of black self-awareness and the reversal of self hate that so long characterized the relevant black race? Is it detrimental to our public image (public image meaning white, of course) since the public has a propensity to categorize and identify the Black officer with a Natural as militant; thereby, contributing to the public's already experienced anxiety of militants, by now believing militants are even members of their "serving" and "protecting" police department?

The General Order states that hair should be neat and trim. What does neat and trim signify? Women have hair which is neat and trim, but it is well known to be generally of longer length than that of a man. We have all heard the response, after having asked of one superior in rank as to how long should the hair be, "short enough to prevent any protusion beyond the hat." How, praytell, except for a Black officer nearly bald, can our hair not protrude beyond the hat if it has any length at all? Another reply often given pertains to the police department being a semi-military organization.

This fact is accepted. But is the department going beyond this semi-military structure? The military recently although reluctantly, relinquished authority to soldiers to wear Naturals.

Much is left up to the discretion and whims of supervisory personnel. Personal experience has shown on occasion when a Black officer's hair has passed inspection under one supervisor, less than fifteen minutes later under the scrutiny of another, he is ordered to get a haircut.

Enter one Black officer with hair 1/2 inch long on the sides and in the back. Enter one white officer with hair of equal length in same locations. It's only normal for the Black officer's hair to appear longer owing to the *quality* not *quantity*. For this reason the General Order dealing with this subject, in essence, is highly discriminatory. If we perhaps wore processed hair, our hair would seem to appear shorter, possibly affording us opportunity to pass some of these inspections. This raises an interesting question of appearance. Which would appear better to whom? A Black officer wearing a process or one wearing a Natural hairstyle? I'm inclined to believe we could get by with a process (or trying to be like they are) while we can't without exerted effort, if wearing a natural and being what we are.

By Fr. George Clements

## WHY?

What is the one question that most people ask me about the Afro-American Patrolman's League? Quite simply—WHY? Why am I so involved with Black Policemen? Why should a Catholic Priest spend such a large amount of his time with Black Policemen?

I wish I could state that the answer is as simple as the question. Unfortunately the answer is extremely complex. However, I shall break it down into as few component parts as possible and yet, hopefully, sustain an honest validity to that answer.

I have always been impressed with the awesomeness of incarceration. To be cut off from contact with one's fellowman is a horrible punishment and, yet, this is exactly the power the police hold in their grip. I do not want to see any of my Black Brothers and Sisters locked up. However, if locking them up should prove necessary for their own or the common good, I certainly would prefer that it be done at the hands of my own Black Brothers who are Policemen than at

the hands of Caucasians.

I have been even more impressed with the awesomeness of weaponry. I earnestly wish that there were no guns, revolvers, billy clubs, rifles, pistols, carbines, mace, machine guns or any other kinds of deadly arms. However, they, of course, do exist and there are certain people authorized to utilize them—the police. If men are going to be forced to use weapons on my Black Brothers and Sisters, I would certainly prefer that these men be Black Policemen rather than Caucasians.

So why do I, a Catholic Priest, become so actively involved with Black Policemen? Ultimately it is because I see the Black Policeman as the only real hope that Black people have of protection against extermination from this racist nation. Black Police are the only organized group of Black Men—outside of the military—who literally hold the power of life and death over the lives of people in this country. I plan to spend the remainder of my life impressing on Black Policemen the awesomeness of this power.

## THE BLACK WATCH

A watch is keeping awake in order to guard. It is a lookout. This column will be a watch for the Afro American Patrolman's League and the Black community. It will focus on the issues surrounding these men who are attempting to fill their roles as males in a society seemingly unresponsive to the needs of Black people. The Black Watch will appear every week in the Chicago Defender. Articles will focus on the League and what it is trying to do; how it will accomplish these goals; the relationship between the Black community and the police; what can be done about the hundreds of police beatings, shootings and killings in our community; The Afro American Patrolman's League's position on the Model Cities Program; white police attitudes; what it is like working for change in a white racist system.

The Afro American Patrolman's League said a year ago that we are living in what is growing to be a police state. Last year in 1969 hundreds of police beatings, shootings, and killings took place in the Black Community. Either no questions were asked or complaints were ignored. Crimes are committed openly against our people on the streets. Unnecessary force and brutality is used on Black people suspected of crimes, under arrest in police custody and even Black people stopped for traffic violations or loitering, receive this kind of treatment. This is to keep you in your

"place" to "teach you" and so on.

Under these circumstances the sight of the police in growing numbers, at all times in the Black community is frightening. We have no protection. We are at the mercy of those who care nothing about us. They have no regard for our lives, or our children, our mothers, sisters or brothers, our rights, our feelings, our wants, our needs, our nothing.

We must take care of ourselves.

Two thousand of the policemen in Chicago are Black. Some of them get a sense of superiority from abusing other Blacks. They are protected by their uniforms. The more arrests, tickets, and general abuse of Black people is rewarded with promotions, more money, and a reputation for being "bad". The fact is, these men have been trained to do what they are doing. They are maintaining the racist society that is oppressing them.

There are many decent Black men on the Chicago Police Force who do not commit these crimes against us. But as individuals, they can do nothing about the overall situation. They are helpless to stop other policemen, Black or white. They are even criticized for not doing their jobs well, being lazy and irresponsible.

In July of 1968, 800 Black men on the Chicago Police Force formed the

(Continued on P. 2)



# PROGRAM '70

In essence, the AAPL is a community organization geared toward better community-police relations. These "good" relations can only be developed through programs.

We have many programs and projects in the making for 1970. Some of them being;

- Educational Seminars—Studies in police orientation and communications.
- Candidate Training Programs—Designed especially for those young men interested in joining the Chicago Police Department.
- Free Legal Service for members and the community.
- The distribution of Xmas Food Baskets to impoverished families. (This will be an annual program)

These are only a few of the things the League will be about in 1970. And there's always room for a few more good things for us to get into.

We, therefore extend an open invitation to "everyone" to assist us in the creation and implementation of even more programs and projects.

## ROBINSON NOMINATED

Dr. A. C. Germann, Professor, Administration of Criminal Justice Univ. of Ill. at Chicago Circle, nominated Renault Robinson, President of the Afro-American Patrolman's League for the Otto Kerner Award. He had the unanimous vote of the Administration of Criminal Justice faculty in the support of Mr. Robinson.

They gave the following reasons for their nomination:



Mr. Robinson has shown exceptional courage and service in attempting to bring about effective police-community relations in Chicago. He has demonstrated this great courage in facing up to the realization that the impetus for a change in police-community relations must come from within the Police Department where there is full, knowledgeable realization of the shortcomings of the department's existing field practices, procedures, and policies.

Through this enduring effort and that of his organization, he has attempted to make the police more responsible to the community by stressing that the police must humanize and recast their image in light of the true role the police play in the management of social conflict. He has forced all parties to look through the guise of present police-community relations programs and to concentrate on the police practices operating on the street where they count.

There can no longer be a separation of police-community relations programs and the practices of the patrolman on the street in the community. Mr. Robinson has challenged the police department to rethink and reevaluate its policies (or lack of policy) and practices and to assess the relative weight of these practices as they heighten the strife between the police and the community.

The League belongs to all of us. It's everybody's thing. So, let's make it an even better thing. Action speaks louder than words. Enough said!

Every organization is the direct results of its dynamics. Dynamics are born of programs. At the A.A.P.L. all programs are the direct result of a need or needs expressed by the community.

As policemen, and members of the Black community we are ever aware of the kinds of frustrations created out of the lack of the government to formulate relevant programs where our community is concerned.

The league has accepted the challenge to work towards programs resultant in the kinds of dynamics that will make our community a more wholesome place to live and work.

To bring these programs into a more profound reality the league will need the minds and backs of all our members. In 1970 the league will highlight such programs as; Educational

Seminars for policemen calling upon many capable and timely guest speakers; Candidate Training Programs for

young men seeking to join the ranks of the Chicago Police Dept; Free Xmas Food Baskets for the Needy and Free Legal Service Programs for members. These are only a very minor indication of the directions the league will be moving in the immediate future.

At this point I will extend a standing invitation to every member of the *Black community* to submit to me any plans for programs they would like to see innovated by the league. I ask that you include a brief instruction as to how we could bring this program into existence and also the role you're willing to assume in the implementation of same.

Finally the A.A.P.L. is your league our success is your success. It is our every intention to make the league just what you would have it. If we are not doing what you think we should, don't just stand by... do something... tell us where it's at. *Enough said??*

## WHY JOIN THE AAPL

*...and I am Curtis Cowsen*

Everytime a Black man forms an organization for the good of Black people, there's usually some controversy. Especially if these organizations emerge in established institutions within the system. For example, the Black student unions in educational structures. Black groups in hospitals, not to mention, groups within governmental agencies. These organizations emerge and fight for survival because they see a need. That was the question which once confronted the Afro-American Patrolmen's League, "..... or not to be". We decided to be. For your sake!

Many brothers ask, "Why should I join the League?" Well, why shouldn't you? Okay. We're a good group trying to do good things. We've got a good reputation, too, for doing good things. We want to change things... for the better. We want to make our community a safe place to live. We want to make our jobs, better jobs.

We're raising a few questions too. Like, Why are Black policemen given longer and more frequent suspensions? Why aren't there more brothers in the academy?

2,000 Black policemen out of

12,000 is a small number to patrol our ever growing community. (Now Black people are 44% of the population of Chicago). Why is a policeman denied his constitutional right, by not being allowed to have a lawyer present at an IID hearing? Why is it necessary to have a Chinaman in order to make Sergeant? Why should there be a quota system for giving tickets? Or, why should a brother be shot in the back by a policeman, unjustifiably and nothing be done? Again, we want to change things. All for the better.

We could offer insurance policies. Or give away calendars, little memo books or even Plaid Stamps. But we don't we won't entice you with material things that are here today, gone tomorrow. We're thinking about the future. What's going to happen one year from now, ten years from now. And, at the rate we're breathing, we won't be living long enough to be in *anything*. Not even the human race.

Think about it. Your family. Your job. The League. The Law. Time to stand up. Join the AAPL. BLACK POWER THROUGH THE LAW!

*..... and I am Curtis Cowsen.*

## the black watch

(Continued from P. 1)

Afro American Patrolman's League. As a group these men can affect change. They said, "We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the communities we serve. We are husbands, fathers, brothers, neighbors and members of the Black community". "We categorically disagree with the position of the Fraternal Order of Police supporting 'stop and frisk' and their position of supporting the 'shoot to kill' or maim looters during civil disorders. We see our role as protector of this community and that is the role we intend to fulfill."

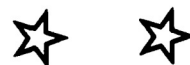
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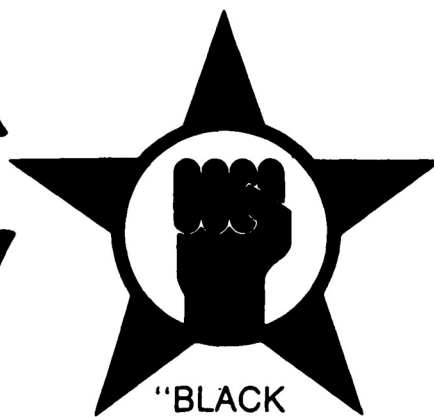
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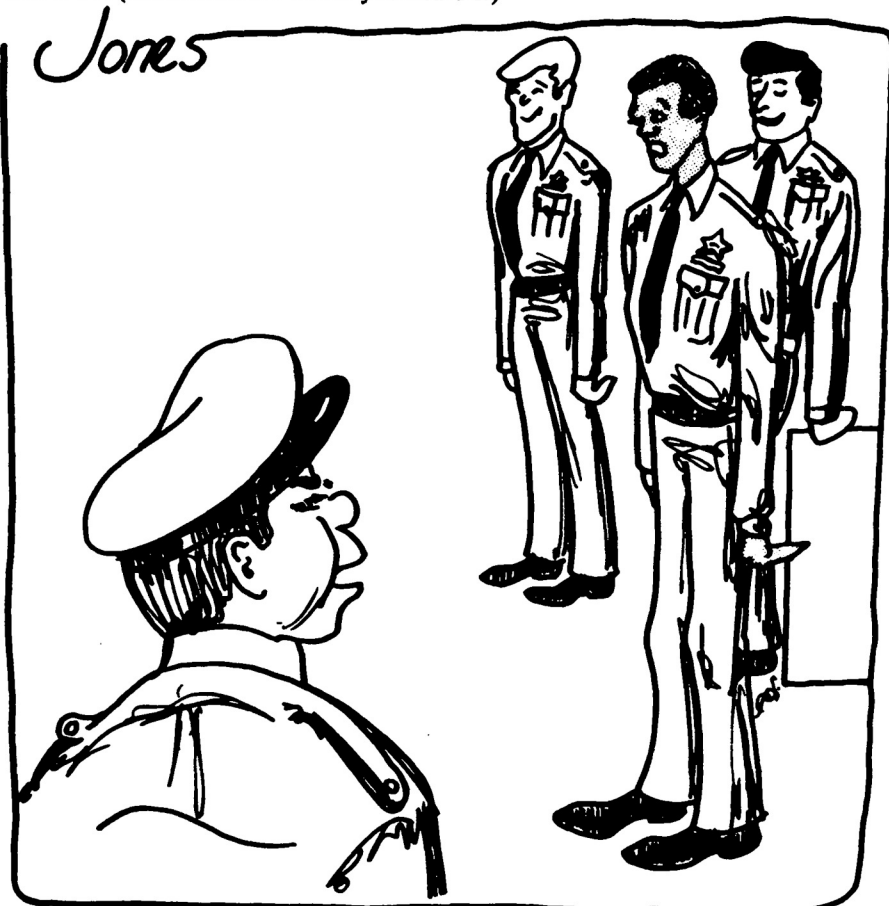
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Many brothers ask, "Why should I join the League?" Well, why shouldn't you? Okay. We're a good group trying to do good things. We've got a good reputation, too, for doing good things. We want to change things... for the better. We want to make our community a safe place to live. We want to make our jobs, better jobs.

We're raising a few questions too. Like, Why are Black policemen given longer and more frequent suspensions? Why aren't there more brothers in the academy?

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12,000 is a small number to patrol our ever growing community. (Now Black people are 44% of the population of Chicago). Why is a policeman denied his constitutional right, by not being allowed to have a lawyer present at an IID hearing? Why is it necessary to have a Chinaman in order to make Sergeant? Why should there be a quota system for giving tickets? Or, why should a brother be shot in the back by a policeman, unjustifiably and nothing be done? Again, we want to change things. All for the better.

We could offer insurance policies. Or give away calendars, little memo books or even Plaid Stamps. But we don't we won't entice you with material things that are here today, gone tomorrow. We're thinking about the future. What's going to happen one year from now, ten years from now. And, at the rate we're breathing, we won't be living long enough to be in anything. Not even the human race.

Think about it. Your family. Your job. The League. The Law. Time to stand up. Join the AAPL. BLACK POWER THROUGH THE LAW!

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## the black watch

(Continued from P. 1)

Afro American Patrolman's League. As a group these men can affect change. They said, "We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the communities we serve. We are husbands, fathers, brothers, neighbors and members of the Black community". "We categorically disagree with the position of the Fraternal Order of Police supporting 'stop and frisk' and their position of supporting the 'shoot to kill' or maim looters during civil disorders. We see our role as protector of this community and that is the role we intend to fulfill."

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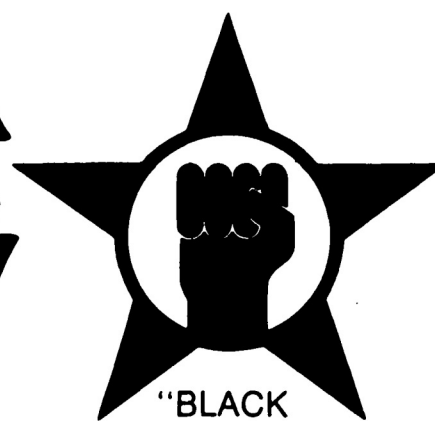
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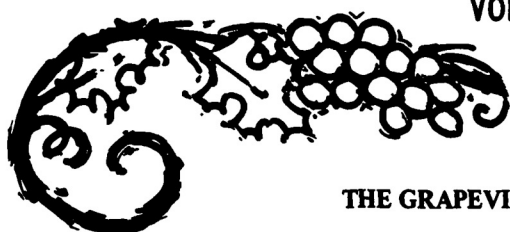
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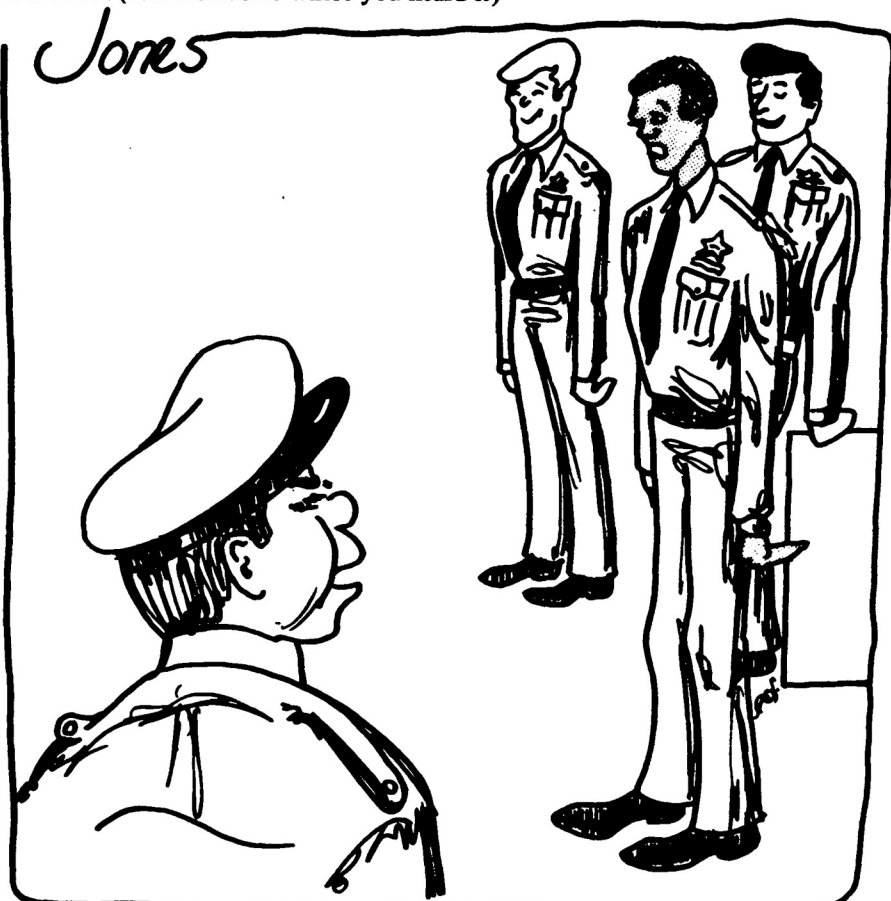
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Many brothers ask, "Why should I join the League?" Well, why shouldn't you? Okay. We're a good group trying to do good things. We've got a good reputation, too, for doing good things. We want to change things... for the better. We want to make our community a safe place to live. We want to make our jobs, better jobs.

We're raising a few questions too. Like, Why are Black policemen given longer and more frequent suspensions? Why aren't there more brothers in the academy?

2,000 Black policemen out of

12,000 is a small number to patrol our ever growing community. (Now Black people are 44% of the population of Chicago). Why is a policeman denied his constitutional right, by not being allowed to have a lawyer present at an IID hearing? Why is it necessary to have a Chinaman in order to make Sergeant? Why should there be a quota system for giving tickets? Or, why should a brother be shot in the back by a policeman, unjustifiably and nothing be done? Again, we want to change things. All for the better.

We could offer insurance policies. Or give away calendars, little memo books or even Plaid Stamps. But we don't we won't entice you with material things that are here today, gone tomorrow. We're thinking about the future. What's going to happen one year from now, ten years from now. And, at the rate we're breathing, we won't be living long enough to be in *anything*. Not even the human race.

Think about it. Your family. Your job. The League. The Law. Time to stand up. Join the AAPL. BLACK POWER THROUGH THE LAW!

..... and I am Curtis Cowsen.

## the black watch

(Continued from P. 1)

Afro American Patrolman's League. As a group these men can affect change. They said, "We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the communities we serve. We are husbands, fathers, brothers, neighbors and members of the Black community". "We categorically disagree with the position of the Fraternal Order of Police supporting 'stop and frisk' and their position of supporting the 'shoot to kill' or maim looters during civil disorders. We see our role as protector of this community and that is the role we intend to fulfill."

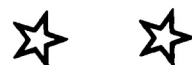
Since that time the members of the League have been threatened, called

radicals and subversive and every other demeaning name in the book. Black policemen identified with the Afro American Patrolman's League suffer "other repercussions" as well. The overall police force is against the League because they intend to "stop white police from raping the people in the Black community in the name of 'law and order' and to use their 'skills and abilities' to the service of their Black brothers.

More Black policemen must be convinced that all Black men can have a relationship based on mutual love and respect. We'd better get together if we are going to do something about the damning situation we are in.

## TOGETHER WE STAND

Unity. Brotherhood. Things like that. If you've heard it once, you've heard it a million times. But, we say it out of necessity. Simply because we have to!



Since the League was formed, there has been an excessive amount of harassment and criticism. The harassment, as you know, has come from within. But, most of the criticism, surprisingly enough, has come from our own backyard. Yes, from brothers! Veteran brothers. Those with ten years or more experience on the force. These Veteran brothers, of course are not members of the League.



"Why is it that ninety per cent of the League membership has less than ten years of service?" Glad you asked that question. Let's answer it this way. For example, one brother, a veteran of eleven years service, refused to join the League because of our ethnic restrictions. But, I suppose that he was a member in good standing with the P.A.P.A. or the I.A.P.A. (that answer your question?)

We all learn through experience. And, experience is the best teacher. (I'm sure you've heard that before.) The League needs men of experience. Only our Veteran brothers possess such experience. Where there is experience, there is knowledge and wisdom.

Therefore, we extend a hand to our veteran brothers of the force. Grab hold and help us build a strong organization. An organization in which our families and community will be proud.

We need you. We need each other! Together!

## SUCH & SUCH

The Justice Department is offering to all law enforcement personnel a Law Enforcement Educational Grant. The grant pays to the policemen a sum up to \$300 per semester while attending a major university. Contact C. Cowsen at AAPL headquarters for further information.

Congrats to the CTA Task Force basketball team for having the perfect record... no wins and eleven losses.

Out of 2000 Black men on the force only 800 have stepped forward to become the Afro American Patrolman's League. These men are working for the same goals as other groups in our community. They are working towards a community that is "truly black, truly united, and truly beautiful."

The Afro American Policeman's League is asking every Black Policeman to make a serious personal decision. If you are willing to accept their goals as your own join these men in their efforts for the good of the Black community of which you are a member.



Remember, you heard it through the

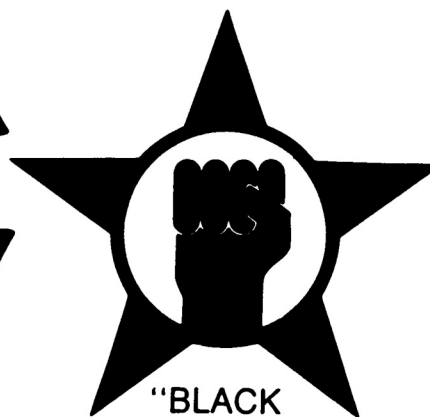
# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

Renault Robinson, *President*

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With all of this outside pressures, it would seem that we would really be together internally. But, the straw that breaks the camels back comes from inside our own group. I'm talking about our own black supervisors. With all of this action we go through with the "man", we have to be more wary of our black supervisors.

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Why not? We can think of a million B.S. excuses, but not one valid reason to justify this attitude. One black captain goes to an extreme to prove how unbiased he is. He states that there is no racial prejudice under his command and this particular man goes about proving all this by pressuring his black patrolmen to the point where you might think that he may be the leader of some anti-black organization. He can never be accused of favoring black patrolmen, and he can never be accused on any anti-white feelings either. He exhibits this by giving every conceivable break to his white patrolmen.

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"He's an Afro"--I wonder how many Black people realize the import of that remark? I wonder how many Black policemen realize how less dangerous their profession is now that we are hearing that remark all over the ghetto? "He's an Afro."

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The Afro-American Patrolman stands for a new kind of dignity, a new kind of self-respect, a new kind of pride. A Nun at our school overheard

one of our second graders teasing his classmate, he said "Your fathers a cop!" The other lad retorted, "He is not, he's an Afro."

No group of people in the history of mankind have ever developed self-respect on a foundation of self-hatred. No amount of wishful thinking is going to destroy the self-hatred that has been generated in our Black communities by those who do not live in our communities. This self-hatred was conceived and is now nurtured by evil forces who greedily feed on our Black communities but do not live in them. These leeches despise us. They are delighted to see the looks of scorn, hatred, defiance, hostility and anger on the faces of the Blacks when these Blacks meet Black policemen.

It is high time that we Black people recognize who our enemies are. They are not those teenagers lounging around 39th Street. Our enemies are the people who created the 39th Streets and the 47th Streets and the Roosevelt Roads. Our enemies are those beasts who do not live in the Black communities but under the guise of Law and Order suck the life blood out

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By Jack DeBonnett

The upsurge of black manhood in America arises out of a history permeated by fear. Because of the sustained treatment of black people over a long period of time, this fear is a reality and not just a figment of their imaginations. After being conditioned to this fear, becoming a man means that he must pull out of a foundation of fear and move through stages of what I call "the fear cycle."

To begin with, the initial fear is being afraid of almost anything, especially those things pertaining to white people, such as fear of not having food, shelter, clothing and security in general--fear of insults, brutality, imprisonment and death. Peering out of this boyish posture makes manhood in this country a frightening prospect. But the cry within the "boy" to reach manhood becomes louder and louder with every passing moment of his life.

Going beyond the initial stage of "fear of," the boy moves to the position of concern. At

this stage of the cycle new emotions are expressed such as frustration, anger, hate, envy, etc. He is concerned about his real identity and the attainment of his full being; therefore, questions are phrased that need truer answers and solutions, which moves the boy to the third stages of the cycle: finding the real tools and instruments that he will use to arrive at the brink of manhood.

This stage is the development of his mind and the coordination of the proper truths and knowledge which will help him to move to the final stage with the answers to those questions raised and solutions to problems that are facing him. At this final stage of entry into manhood he faces fear again; however, it is not fear of anything; now it is fear for everything. At the door of manhood he finds that a man who knows himself, his mind, and possesses greater knowledge has the real power and, with it, the responsibility for using it. He becomes, now, fearful of what he may do.

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Law is one of the means through which a socio-economic system perpetuates itself. The laws of a country represent a system of rewards and punishments for the acts of its citizens. The punishable acts may frequently be indistinguishable except that one type of activity is encouraged by the society and the other is proscribed.

An example of flagrant gambling is the use of short and long selling on the stock market. These and other devices available to the sophisticated stock dealer have had catastrophic results in the American economy, yet they are condoned by the law. Simple shooting of dice in the alley is forbidden by the laws of almost all our States as an illegal act. The reason for the different view of the two activities is that in a capitalist society certain types of risk taking activities are considered acceptable while others are not.

Once we accept the fact that our laws are articles of political faith rather than of religious faith, we are prepared to relate to them in terms of social and political necessity of the time rather than as God given sanctions. We can then see law and order as a series of rules intended to preserve a certain type of economic and political order.

A law enforcement officer has a duty to defend the Constitution and enforce the laws of the land. He also has a duty to strive to bring into being the Kingdom of God during his lifetime on this earth. While he may not refuse to obey the orders of his superiors intended to enforce the existing law and be true to his oath, he has an obligation to his conscience to strive for the highest quality of justice in the social, economic and judicial areas.

The Afro American patrolmen's League gives police officers a forum to make their ideals known and an opportunity to bring these ideals into being.

Less this talk of idealism be considered far fetched and irrelevant, I would suggest that, on the contrary, many of the ideals

that have been expressed by members of the league are of vital importance if we are to survive the present hostility towards police.

During Easter services held a few weeks ago we were again impressed by the act of washing of the hands by the man called upon to judge Jesus Christ through the use of an unjust procedure. It was the law of the land that persons found guilty of treason to be crucified. Pontius Pilate, however, though bound to enforce the law, washed his hands as a public witness that he wished to disassociate himself from the unjust act.

The League, similarly, must from time to time express the conscience of the black community when the law becomes the handmaiden of injustice. The League must address the moral sense of all people, including the administrators the police department, in order that the voice of conscience and social justice be heard.

There is a great gap between what people know about problems of law enforcement and rehabilitation of offenders, and what people are prepared to do about these problems. As police officers you may have the concrete answers to problems seen only as vague concepts by the criminologists and other intellectual leaders in the field. It is your duty to join the league and to speak up about your ideas. Nobody but you knows how dangerous it is on the street. Nobody but you knows how bad a bad cop can be, or how socially useful a good police officer can be. It shall be one of the aims of the official organ of the Afro-American Patrolmen's League to give you an opportunity to express these insights, to explore them, and to refine them where necessary so that no stone will be left unturned to make our role in society one of being on the right side. Our call to arms is to ask you to take on the righteous armor of good conscience and represent the conscience of a just society as you wear the blue uniform.

# OOPS SLIPPERS

Once again the Chicago Police Department has exemplified that black life is the cheapest commodity on the market. Through its repeated failure to act when one of its members takes the life of a black citizen and cries slippers as if he were engaged in some childish game instead of dealing in life and death. This time Raymond P. Jones a 30 year old black grocer is dead. Raymond P. Jones will never again return to his wife and family. He met death Friday night, March 20., on the Congress Expressway at Franklin.

What happened that Friday night on the Congress Expressway is somewhat obscure. It is known however that Jones was taken into custody at Franklin on the Congress Expressway after being stopped for a traffic violation. He was apprehended, handcuffed and put in a wagon which had been called to the scene. At this time, he was alive and well. The next time Jones was heard from he was at the Cook County Hospital where he had been taken by the wagon and was pronounced dead. The only other facts known is that Jones had been severely beaten.

This tragic incident, this blatant disregard for the value of black life is of course not the first time a black has been killed over a traffic violation. This tragic scene has been reenacted far too often with blacks in the leading role. The chain of events to this point have an all too familiar ring, starting with the police hierarchy assuming the posture of the proverbial, "Three Monkeys";

see no evil, hear no evil, do no good. Next enters the cast from the, "Theater Of The Absurd", commonly known as the IID. Last but by no means least in this cast of habitual

offenders of black security is the County Coroner who adds the chain of events.

You might say that another nigger is dead and he wasn't related to me. Maybe not, but the fact remains that another member of the black community is lost as a result of this needless death, your job is going to be made more difficult. This hatred and fear of the police is putting a little more pressure on the already strained relations between the police and the black community where you work. In addition, as a member of the black community you too are subject to this same end. Imagine if you will a black police officer off duty, out of uniform, driving your new Hog down the street on a warm afternoon. You look in the rear view mirror and see a police car following you, the officer motions for you to pull to the curb. You pull to the curb. You pull over stop your car spring out and start walking toward the officer. You're a well built man standing six feet tall, weighing 200 lbs. Just as you reach for your star in your back pocket you're hit over the head. You do down. The officer, white, five feet two inches tall, weighing one hundred fifty pounds and scared to death, continues to beat you because he knows what's going to happen if he allows you to get up.

Next stop, Cook County Hospital. The Doctor fills out your chart. In big red letters--Dead On Arrival. They look in your pocket and find your star---Oops Slippers---. If you think the chain of events to follow in your case is going to be any different from the ones for Raymond P. Jones, then you haven't got the sense that God gave geese. Something to think about.

# THE BLUES

Everyone deplores brutal and wanton murder. The act is even more detestable when it occurs to a police officer engaged in his ever hazardous occupation. I refer to the recent incidents which occurred in March of this year at 44th and King Drive and the one which took place in October of 1969 at 95th and Harvard. Both occurrences were very similar. Two police officers stopped a person who they felt warranted questioning. Within minutes, both officers were dead. The difference, one was white, the other black.

On the following day the press printed an article about each policeman having been slain. The papers contained an article mentioning the known circumstances surrounding the black officer's death. Reference to the event was made in one issue only. There was nothing written about his childhood, very little about his family and nothing about his future plans. In contrast there were articles for several days concerning the death of the white officer. The papers depicted the white officer's life from early childhood until the time of his death. There were many references to his family, his dedication to duty and his future marital plans. There were no less than five articles during the next week printed in the papers concerning this event. According

to the press, the white officer's funeral was attended by some of the top officials of the department (in fact the top cop attended), police officers from the suburbs, more than 100 suburban squad cars, at least 20 squad cars, at least 20 squads from this department and police pallbearers. I saw no top brass officials at the black officer's funeral.

I didn't know the white officer personally, but I'm sure he was an exemplary police officer. I did know the black officer. He was an exemplary officer. But, he was black!!!!

## 'HE'S AN AFRO'

of them--while cruising around in police cars. Conlisk, Doherty, Riordan, Mulchrone, Rochford and Kelly are not going to change the image of the Black police in Woodlawn, Garfield Park, Englewood or Lawndale. Only the Black policeman himself can change this image. I am praying that the day will soon arrive when Black people can point at every Black policeman who drives by and whisper, "He's an Afro."

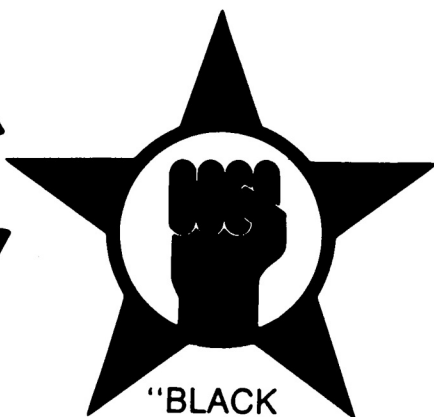
NEXT GENERAL MEETING  
THURSDAY, MAY 28 at THE  
PATIO LOUNGE 1951 EAST 71st  
STREET. 8:00 p.m.  
SEND IN YOUR 1970 DUES  
PLEASE \$10.00



Remember, you heard it through the

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Law is one of the means through which a socio-economic system perpetuates itself. The laws of a country represent a system of rewards and punishments for the acts of its citizens. The punishable acts may frequently be indistinguishable except that one type of activity is encouraged by the society and the other is proscribed.

An example of flagrant gambling is the use of short and long selling on the stock market. These and other devices available to the sophisticated stock dealer have had catastrophic results in the American economy, yet they are condoned by the law. Simple shooting of dice in the alley is forbidden by the laws of almost all our States as an illegal act. The reason for the different view of the two activities is that in a capitalist society certain types of risk taking activities are considered acceptable while others are not.

Once we accept the fact that our laws are articles of political faith rather than of religious faith, we are prepared to relate to them in terms of social and political necessity of the time rather than as God given sanctions. We can then see law and order as a series of rules intended to preserve a certain type of economic and political order.

A law enforcement officer has a duty to defend the Constitution and enforce the laws of the land. He also has a duty to strive to bring into being the Kingdom of God during his lifetime on this earth. While he may not refuse to obey the orders of his superiors intended to enforce the existing law and be true to his oath, he has an obligation to his conscience to strive for the highest quality of justice in the social, economic and judicial areas.

The Afro American patrolmen's League gives police officers a forum to make their ideals known and an opportunity to bring these ideals into being.

Less this talk of idealism be considered far fetched and irrelevant, I would suggest that, on the contrary, many of the ideals

that have been expressed by members of the league are of vital importance if we are to survive the present hostility towards police.

During Easter services held a few weeks ago we were again impressed by the act of washing of the hands by the man called upon to judge Jesus Christ through the use of an unjust procedure. It was the law of the land that persons found guilty of treason to be crucified. Pontius Pilate, however, though bound to enforce the law, washed his hands as a public witness that he wished to disassociate himself from the unjust act.

The League, similarly, must from time to time express the conscience of the black community when the law becomes the handmaiden of injustice. The League must address the moral sense of all people, including the administrators the police department, in order that the voice of conscience and social justice be heard.

There is a great gap between what people know about problems of law enforcement and rehabilitation of offenders, and what people are prepared to do about these problems. As police officers you may have the concrete answers to problems seen only as vague concepts by the criminologists and other intellectual leaders in the field. It is your duty to join the league and to speak up about your ideas. Nobody but you knows how dangerous it is on the street. Nobody but you knows how bad a bad cop can be, or how socially useful a good police officer can be. It shall be one of the aims of the official organ of the Afro-American Patrolmen's League to give you an opportunity to express these insights, to explore them, and to refine them where necessary so that no stone will be left unturned to make our role in society one of being on the right side. Our call to arms is to ask you to take on the righteous armor of good conscience and represent the conscience of a just society as you wear the blue uniform.

# OOPS SLIPPERS

Once again the Chicago Police Department has exemplified that black life is the cheapest commodity on the market. Through its repeated failure to act when one of its members takes the life of a black citizen and cries slippers as if he were engaged in some childish game instead of dealing in life and death. This time Raymond P. Jones a 30 year old black grocer is dead. Raymond P. Jones will never again return to his wife and family. He met death Friday night, March 20., on the Congress Expressway at Franklin.

What happened that Friday night on the Congress Expressway is somewhat obscure. It is known however that Jones was taken into custody at Franklin on the Congress Expressway after being stopped for a traffic violation. He was apprehended, handcuffed and put in a wagon which had been called to the scene. At this time, he was alive and well. The next time Jones was heard from he was at the Cook County Hospital where he had been taken by the wagon and was pronounced dead. The only other facts known is that Jones had been severely beaten.

This tragic incident, this blatant disregard for the value of black life is of course not the first time a black has been killed over a traffic violation. This tragic scene has been reenacted far too often with blacks in the leading role. The chain of events to this point have an all too familiar ring, starting with the police hierarchy assuming the posture of the proverbial, "Three Monkeys";

see no evil, hear no evil, do no good. Next enters the cast from the, "Theater Of The Absurd", commonly known as the IID. Last but by no means least in this cast of habitual

offenders of black security is the County Coroner who adds the chain of events.

You might say that another nigger is dead and he wasn't related to me. Maybe not, but the fact remains that another member of the black community is lost as a result of this needless death, your job is going to be made more difficult. This hatred and fear of the police is putting a little more pressure on the already strained relations between the police and the black community where you work. In addition, as a member of the black community you too are subject to this same end. Imagine if you will a black police officer off duty, out of uniform, driving your new Hog down the street on a warm afternoon. You look in the rear view mirror and see a police car following you, the officer motions for you to pull to the curb. You pull to the curb. You pull over stop your car spring out and start walking toward the officer. You're a well built man standing six feet tall, weighing 200 lbs. Just as you reach for your star in your back pocket you're hit over the head. You do down. The officer, white, five feet two inches tall, weighing one hundred fifty pounds and scared to death, continues to beat you because he knows what's going to happen if he allows you to get up.

Next stop, Cook County Hospital. The Doctor fills out your chart. In big red letters--Dead On Arrival. They look in your pocket and find your star---Oops Slippers---. If you think the chain of events to follow in your case is going to be any different from the ones for Raymond P. Jones, then you haven't got the sense that God gave geese. Something to think about.

## THE BLUES

Everyone deplores brutal and wanton murder. The act is even more detestable when it occurs to a police officer engaged in his ever hazardous occupation. I refer to the recent incidents which occurred in March of this year at 44th and King Drive and the one which took place in October of 1969 at 95th and Harvard. Both occurrences were very similar. Two police officers stopped a person who they felt warranted questioning. Within minutes, both officers were dead. The difference, one was white, the other black.

On the following day the press printed an article about each policeman having been slain. The papers contained an article mentioning the known circumstances surrounding the black officer's death. Reference to the event was made in one issue only. There was nothing written about his childhood, very little about his family and nothing about his future plans. In contrast there were articles for several days concerning the death of the white officer. The papers depicted the white officer's life from early childhood until the time of his death. There were many references to his family, his dedication to duty and his future marital plans. There were no less than five articles during the next week printed in the papers concerning this event. According

to the press, the white officer's funeral was attended by some of the top officials of the department (in fact the top cop attended), police officers from the suburbs, more than 100 suburban squad cars, at least 20 squad cars, at least 20 squads from this department and police pallbearers. I saw no top brass officials at the black officer's funeral.

I didn't know the white officer personally, but I'm sure he was an exemplary police officer. I did know the black officer. He was an exemplary officer. But, he was black!!!!

### 'HE'S AN AFRO'

of them--while cruising around in police cars. Conlisk, Doherty, Riordan, Mulchrone, Rochford and Kelly are not going to change the image of the Black police in Woodlawn, Garfield Park, Englewood or Lawndale. Only the Black policeman himself can change this image. I am praying that the day will soon arrive when Black people can point at every Black policeman who drives by and whisper, "He's an Afro."

**NEXT GENERAL MEETING  
THURSDAY, MAY 28 at THE  
PATIO LOUNGE 1951 EAST 71st  
STREET. 8:00 p.m.  
SEND IN YOUR 1970 DUES  
PLEASE \$10.00**



# **NOTICE**

## **GENERAL MEETING**

**may 28, 1970**

**1951 EAST 71 STREET  
PATIO RESTAURANT**



### **AGENDA**

**OPENING PROGRAM      FATHER CLEMENT**

#### **I. COMMUNITY DYNAMICS**

**(A) RALLY FOR SUPPORT OF LEAGUE  
AT POLICE HQTS MAY 15 1970**

**(B) RALLY AT POLICE HQTS AND CIVIC CENTER  
ON MAY 22, 1970**

**(C) RECOGNIZING COMMUNITY POWER**

#### **II. RECRUITMENT**

**(A) REPORT FROM CHAIRMAN**

**(B) REPORT ON MEMBERSHIP  
CARDS AND STICKERS**

**(C) MEMBERSHIP DUES**

**III. THE ARREST AT GOODMAN THEATRE  
NATE SALIS, THE LEAGUE SECRETARY  
RENAULT & HIS WIFE**

**IV. STATUS OF RENAULT ROBINSON, PRES.**

**V. NEW BUSINESS**

**REFRESHMENTS AT THE END  
OF MEETING**

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Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



## THE FEDS ARE COMING!

ATTACHED YOU WILL FIND A COPY OF A LETTER FROM  
AFRO-AMERICAN PATROLMEN'S LEAGUE ADDRESSED TO MR. JERRIS LEONARD -  
ADMINISTRATOR - LAW ENFORCEMENT ASSISTANCE ADMINISTRATION,  
U. S. DEPARTMENT OF JUSTICE, DATED 16 JUNE 1971.

WE EXPECT (3) INVESTIGATORS FROM WASHINGTON TO ARRIVE  
HERE THIS MONTH.

AN IN-DEPTH DISCUSSION OF HOW THIS INVOLVES US AS BLACK  
POLICEMEN WILL TAKE PLACE AT THIS MONTH'S GENERAL MEETING.  
MEMBERS OF OUR LEGAL STAFF WILL BE ON HAND TO ANSWER ANY QUESTIONS  
YOU MAY HAVE ABOUT THIS INVESTIGATION.

**DATE: 27 JANUARY 1971**

**TIME: 8:00 P.M.**

**LOCATION: 936 E. 87th ST. (VINZANTS)**

ALSO, YOUR 1972 MEMBERSHIP APPLICATIONS ARE READY.

REFRESHMENTS SERVED

### **Justice Dept. sets police probe here**

A three-man team from the Justice Department's Law Enforcement Assistance Administration will come to Chicago, "probably next month," to look into charges that the police department discriminates against black officers, an aide to Supt. James B. Conlist Jr. confirmed Thursday.

Charles Finston said the team, reportedly to be drawn from outside the Justice Department, will confer with top police officials.

At issue are charges made by Renault Robinson, head of the Afro-American Patrolmen's League, that the department doesn't have enough black policemen and doesn't promote those it does have. Robinson made his charges in a letter to LEAA in June.

REPRINT FROM SUN TIMES DECEMBER 17, 1971

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7126 SOUTH JEFFERY  
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"BLACK  
POWER  
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**June 15**  
**Support**  
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Remember, you heard it through the

# GRAPEVINE

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AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



"BLACK  
POWER  
THROUGH  
THE LAW"

## .... THE FACTS SPEAK FOR THEMSELVES ....

### THE CHICAGO POLICE DEPARTMENT DISCRIMINATES AGAINST BLACK OFFICERS

(An Evaluation of Personnel Practices of the Chicago Police Department prepared for the Law Enforcement Assistance Administration of the United States Department of Justice by an LEAA Study Team headed by Dr. Paul M. Whisenand on a official complaint filed by the Afro-American Patrolmen's League of Chicago in June, 1971.)

1. Discrimination in Selection -- Both written and physical exams were found to be discriminatory in effect.

"Blacks and Spanish-Americans apply for entry onto the Police Department in numbers that approximate their percentages in Chicago's general population, but both the written test and the medical examinations given to police candidates by the Civil Service Commission disqualify minority group members at about twice the rate that non-minority group members are disqualified. Since there is, at present no adequate evidence that the written test actually measures what is required for becoming an effective police officer, the study recommends that the present test be discontinued until such time as the test can be shown to be a valid predictor of job performance on a basis that is fair to both minority group and non-minority group members". pp.2.1, 2.2 (Direct quote from the Study)

2. Discrimination in Promotion -- Blacks are not adequately represented in the supervisory ranks and are disproportionately excluded from promotion.

"Promotion. Black officers are inadequately represented in the Sergeant, Lieutenant and Captain ranks, in the top level management and command ranks (positions exempt from Civil Service) and, to a lesser extent, in the specialized patrolman assignments that carry premium pay. (p.2.3)

...The fact that as of April 1972, only 1 of 92 Captains is black (1%) and only 13 of 320 Lieutenants are black (4%). (Presently there are four black Captains and five black Lieutenants serving in exempt positions). ...the present promotional process does have the effect of disproportionately excluding blacks from promotion." p.5.6 (Direct quotes from the Study)

3. Discrimination in Discipline -- Blacks are charged with disproportionately more violations and charges are sustained against them more frequently.

"The data shows that black officers on the Department are charged with Complaint Register violations 7.2% above their representative percentage of the Department, It can be seen that black officers were complained against at a disproportionately higher rate in all complaint categories except Intoxication on Duty and Living Outside City. The extent of disproportion ranges from 2.7% in Traffic (non-bribery) 34.1% in Improper Arrest Procedure. The fact that black officers are charged more frequently than non-minority group officers increases exposure to penalties..... Since black policemen comprise 15.9% of the Department, they are being charged more frequently than officers who are not minority group members. It should be noted that almost three-fourths of the charges brought against black officers by members as being off assigned post, role call deficiencies, inattention to duty, deficiencies in case reports and improper uniform...the finding that there is a higher (by 7.2%) rate of violations charged against blacks and that there is also a higher (by 9.9%) rate at which the charges are sustained indicates that blacks are subject to more charges and to more punishment than are other officers in the Department. The implications for morale, job performance, attitudes, possible impact on performance ratings, community relations and efforts at minority recruitment should not be underestimated. (pp.8.3, 8.12, 8.13 (CR)... Here the discrepancy between the rates at which black and other officers were charged is greater than in the Complaint Register Cases. The data shows that, in relation to their numbers on the Department, black officers were more than twice as likely to receive summary punishment than were non-minority group officers. It also shows that Spanish-American officers were subject to summary punishment at about twice the rate as non-minority group officers. Summary punishment most often



results in penalties, therefore, since black and Spanish-American officers are charged more frequently, they are subject to more penalties. The effect of this disparity is to lower morale, impair efficiency and adversely effect police-community relations. "pp.8.18 (Direct quote from the Study)

4. Discrimination in Assignments -- Discriminatorily low number of blacks receive "highly critical" positions and positions in which public will be encountered.

"Because of their relatively small number, black Lieutenants also are inadequately represented in their various assignments available to them. Within one area only, that of community services, do we find a ratio of blacks assigned which compares favorably with the ratio of blacks served... Certain key positions which have a high Propensity for either face-to-face or verbal communications with the public have relatively few black officers. For example, the Training Division staff is 6% black, the Personnel Division is 10% black and the Criminal Investigation Division is 13% black. The Traffic Division has very few black officers... The sparsity of black traffic officers could contribute to a community belief of lack of black officer representation on the CPD... Figure 6D shows that two highly critical assignments, Desk Officer and District Secretary (the latter assignment held by officers in the rank of patrolman) fall below the 17% black officer count in the Districts. Only 11.4% of the Desk Officers are black and there is only one black secretary (4.7%)... The assignment of Sergeants should be analyzed in the same manner as the blacks in higher ranks. It is particularly important that Districts re-evaluate the number of black sergeants holding positions as Desk Sergeants, since this assignment is critical both internally and externally from a community viewpoint. "pp.6.9, 6.10, 6.11, 6.12 (Direct quote from the Study)

5. Evidence of Racial Prejudice on the Part of Supervisory and Other White Personnel--

Although the report finds no evidence that these discriminatory practices were intentional, it is clear that this finding is simply a face-saving device to soften the public impact of the objective factual findings of actual discrimination. It should be remembered that the police department was given a veto power over the selection of the team members and these three team members indicated at the outset of this investigation that they did not intend to search for evidence of fault or subjective bias but would concentrate on developing facts and statistics with a view toward improving deficient practices... It is therefore all the more remarkable and convincing that this report finds widespread discrimination in departmental policies and practices... Moreover the report subtly leads to the inescapable conclusion that racial prejudice among white supervisory personnel is the root of the discriminatory practices for which there was abundant objective evidence... For example, in summary punishment cases where officers are charged, found guilty and punished without review, blacks are punished twice as frequently as whites... For example, the study team found that the Department has no method for screening out persons with serious emotional problems and that this failure leads in many cases to hostile and aggressive attitudes toward minority group members affecting relationships within the Department and outside in the general community.

"...the present patrolman selection process includes no method for screening out persons with serious emotional problems... Serious emotional problems sometimes manifest themselves in hostile or aggressive attitudes towards others, in many cases towards members of "outgroups" including minority group members. In addition to the obvious implications for police attitudes there would also be significant effects within the Police Department in man-to-man relationships and in superior-subordinate relationships, as in the case of disciplinary actions. "pp.3.28, 3.29 (Direct quote from the Study)

For example, the training procedures for both new recruits and the "in service" training for veteran officers are deficient for not including more education about communications, and human relations generally.

"In addition to the usual legalistic and technically oriented information, sociological and psychological principles of human relations, minority relations and total police-community relations should be prominently located and stressed in pre-service courses... The recommended expansion and revision of all training curricula to include special attention to the understanding of human behavior and respect for the individual, whether citizen or fellow-officer, is of key importance in the development of improved internal and external relations and can be expected to benefit both the recruitment and the job satisfaction of minority group members. "(pp. 4.19, 4.20)"

For example, the study recommends that training officers be established and that a strong representation of blacks be included to improve police community understanding and internal racial attitudes.

"The CPD certainly should be able to find black officers who are capable, motivated and deeply interested in academic training assignments. Increased utilization of talented black officers in the academy will present a higher degree of credibility of trainees and observers concerning CPD regard for police community understanding and internal racial attitudes. "pp. 4.8, 4.9.

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"BLACK  
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.... THE FACTS SPEAK FOR THEMSELVES....

## **THE CHICAGO POLICE DEPARTMENT DISCRIMINATES AGAINST BLACK OFFICERS**

(An Evaluation of Personnel Practices of the Chicago Police Department prepared for the Law Enforcement Assistance Administration of the United States Department of Justice by an LEAA Study Team headed by Dr. Paul M. Whisenand on a official complaint filed by the Afro-American Patrolmen's League of Chicago in June, 1971.)

### **1. Discrimination in Selection -- Both written and physical exams were found to be discriminatory in effect.**

"Blacks and Spanish-Americans apply for entry onto the Police Department in numbers that approximate their percentages in Chicago's general population, but both the written test and the medical examinations given to police candidates by the Civil Service Commission disqualify minority group members at about twice the rate that non-minority group members are disqualified. Since there is, at present, no adequate evidence that the written test actually measures what is required for becoming an effective police officer, the study recommends that the present test be discontinued until such time as the test can be shown to be a valid predictor of job performance on a basis that is fair to both minority group and non-minority group members." pp. 2.1, 2.2 (Direct quote from the Study)

### **2. Discrimination in Promotion -- Blacks are not adequately represented in the supervisory ranks and are disproportionately excluded from promotion.**

"Promotion. Black officers are inadequately represented in the Sergeant, Lieutenant and Captain ranks, in the top level management and command ranks (positions exempt from Civil Service) and, to a lesser extent, in the specialized patrolman assignments that carry premium pay. (p. 2.3)

...the fact that as of April 1972, only 1 of 92 Captains is black (1%) and only 13 of 320 Lieutenants are black (4%). (Presently there are four black Captains and five black Lieutenants serving in exempt positions.) ...the present promotional process does have the effect of disproportionately excluding blacks from promotion." p. 5.6 (Direct quotes from the Study)

### **3. Discrimination in Discipline -- Blacks are charged with disproportionately more violations and charges are sustained against them more frequently.**

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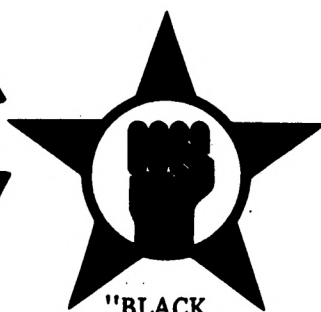
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"BLACK  
POWER  
THROUGH  
THE LAW"

## WHO RUNS IT

?

### HOW IT OPERATES

Often the topic of education is put into a category of 'knowledge to live by'. And, more often than not, this is true. Much time and effort is put into arranging an information seminar; and, our hope is to simply share this knowledge. The A.A.P.L. feels that no police officer, especially a black officer, is properly prepared for his tedious task until he has a working knowledge of the political and social structure that, for the most part, dictates what his particular role will be.

The Afro American Patrolmen's League will offer five seminars in 1972, in alternating months (the first one in April). During these sessions we will bring you a few speakers who can relate to you and your particular role.

The first seminar will attempt to identify and clarify a few of many questions that hamper us in our daily lives as police and as Black men. The seminar will be held THURSDAY, APRIL 27, 1972, 8:00 PM, at VINZANT'S RESTAURANT, 936 East 87th Street.

\*\*\*\*\*

BLACK POLICE OFFICERS OF ALL RANKS INVITED

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### SPEAKERS

Thomas C. Mitchell  
Administrative Director  
Community Health Programs  
University of Illinois  
Speaker, Lecturer, Consultant

Warner S. Saunders  
Executive Director  
Better Boys Foundation  
Speaker, Lecturer, Consultant

Joseph L. Turner  
Editorial & Public Service Director  
W L S Radio

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\*\*\* REFRESHMENTS WILL BE SERVED \*\*\*

Remember in one of our past newsletters we stated that the Law Enforcement Assistance Administration (LEAA) was sending a team to investigate our complaints of discrimination in the Chicago Police Department? The three man team is comprised of: Dr. Robert H. Hoffman, instructor in Criminology at California State College in Long Beach; Dr. Lloyd Sealy, an associate professor of police science at John Jay College of Criminal Justice in New York; and Dr. Paul M. Whisenand, Director of the Institute for Police Studies of California State College. They all have extensive backgrounds on police forces: L. Sealy, who is black, worked in New York; Hoffman & Whisenand, in California.

The team has been here since March 8, 1972, and is expected to leave May 5, 1972. They are working on areas of Recruitment/Selection, Performance, Training/Education, Discipline, Assignment, Promotion, Personnel Count and Interview. If you have information pertinent to any of these areas, please contact us or the LEAA office which is located at 536 South Clark, Room 1054, the phone number 353-5000. This examination will not succeed without the full cooperation of all black officers (League members or not). All officers who have discriminated against can contact our office to give statements. The League furnishes legal representation to officers going before the IAD and the Chicago Police Board.

We are also looking for fellows who have problems or complaints who would like to join in our suit against the Police Department. If you feel that you have been unfairly discriminated against by the disciplinary office, please contact our office for an interview with one of our lawyers.

If you have any questions about League membership, activities, views, etc., please contact our office and ask for Miss Evans (667-7384).

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American Civil Liberties Union is a national organization fighting everyday to uphold and protect an individual's rights. We have enclosed materials describing some of their actions dealing with prison reform.

The Afro American Patrolmen's League and ACLU have worked closely together, especially in our new Police Brutality Complaint and Legal Referral Service. In 1969, the Illinois Division of the American Civil Liberties Union presented us with a Civil Liberties Award for our work in police-community relations. This is an award that we have been very proud of. We have reprinted it and circulated it with our literature stating what the League is about.

Please take a few minutes to read about ACLU.

Remember Kermit Coleman who represents us so well before the IAD and Police Board works for ACLU.

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WHO COLLECTS FROM COLLECTIVE

BARGAINING ?

(come to the meeting and see !!!!!!!!!!!!!!!)

THURSDAY, 30 NOVEMBER 1972

12:30 PM (Afternoon)

936 East 87th Street (Vinzant's Restaurant)

The task of getting the majority of black policemen to participate in helping to make their future on this job a more fruitful one is becoming more difficult every day. Black officers are going backwards, black people are being abused by white cops and black police are being abused by white cops. Black cops stand by and do nothing except talk among themselves while drinking in a lounge somewhere. The Afro-American Patrolmen's League is wondering why black officers are so afraid of white officers. Your performance has convinced us that you must fear the white boy. No white or black police group has ever fought for the rights of black officers before the Afro-American Patrolmen's League was formed. Not even the black politicians have fought for equal rights for black officers.

Before the formation of the League black people hated black cops, the League has changed this through much hard work. We are fighting hard for you but we need your help. The League charged the Chicago Police Department with discrimination in hiring, promotions, assignments, and discipline and the federal government sustained our charges. Do you believe that COP or CPA would have done the same for you? Black officers are misused daily by white supervisors and other blacks stand mute and don't do anything at all.

Now lets look at the white boys, they find themselves going to jail for brutality, murder and corruption and they decide that the way to stop this is to form a union. What is it that causes white policemen to stand up for what they want even if its against Conlisk and Daley and not be afraid? Are they more man than you? Do they have less to lose than you? White officers want to form a union for the protection of white officers and they trick foolish blacks into believing that they are working in behalf of all policemen black and white. Please do not be naive enough to believe this lie. If police receive a raise all policemen receive a raise, this holds true for additional holidays, etc. But what happens when you have a complaint against a white officer and he is a member of COP? What happens when two policemen get involved in a traffic situation and the black officer gets locked up by the white officer? Do you think COP is going to help him? What happens when a black sergeant gets stopped by two white patrolmen and is forced to submit to a search of his vehicle and because he complains he gets a 10 day suspension. Who does he complain to, COP? What happens when a white prejudiced sergeant treats you differently than he does white officers and they are all members of COP? Who do you complain to? When two police officers, one white and one black, get involved in any situation 99 times out of 99, who comes out on top? When you make more arrests than the white officer and yet you are still dumped from the TACT Unit or the Vice Unit or the Youth Division or the Detective Division, etc., and the white boy is not dumped, who do you complain to when they are all members of COP?

COP is a racist organization and has always been. It has never done anything and never will do anything to seek better working conditions for blacks. Better working conditions for blacks are:

equal chance at all special assignments,

equal opportunity to be promoted,

equal punishment for the same offenses,

equal chance before the police board,

equal treatment by white supervisors.

Presently no one is concerned about these things but the Afro-American Patrolmen's League. We are suing the Chicago Police Department in order to have fair promotional exams for blacks, do you think COP would sue for fair promotional exams for blacks? When you take a promotional exam most of you know you are wasting your time, because you have no clout and in most cases you have a low efficiency and black politicians are not able to promote even their own relatives but we see one incompetent politically connected white boy after another get promoted. But when it comes to you, you continue to get screwed. In every district in this city, white officers make all the major decisions and pass judgement on black officers, but when it comes to being found guilty of an offense, black officers lead the list. The federal government recently completed a survey of the Chicago Police Department and found that black officers get more CR#s than white officers. Black officers are also found guilty more often than white officers. Black officers receive more summary punishment than white officers. The report also noted that these complaints came from white supervisory personnel.

Another example of unequal treatment concerns itself with suspensions of black and white officers. Recently a white officer was suspended after being found guilty of beating a black youth while handcuffed. The acting District Commander of his station ordered that the men donate \$5 to \$10 each in order to help this white officer. How many black officers who have gotten suspended had collections taken up by white police officers? Have you forgotten all of the cases involving black and white policemen where the white policeman was wrong and he received no punishment what-so-ever? Do you think COP will help you in those situations? Compare these cases with those where black officers have been accused of being wrong by white officers. In every case the black officer was punished and in some cases, fired. Think about these things, come to the meeting on:

\*\*\*\*\* THURSDAY, NOVEMBER 30, 1972 at 12:30 PM (afternoon)  
\*\*\*\*\* location: 936 East 87th Street (Vincent's Restaurant)

**REMEMBER:**

We are suing the Police Department in your behalf.

We are fighting the Police Department in your behalf.

DON'T BE AFRAID TO FIGHT FOR YOURSELF.



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equal treatment by white supervisors.

Presently no one is concerned about these things but the Afro-American Patrolment's League. We are suing the Chicago Police Department in order to have fair promotional exams for blacks, do you think COP would sue for fair promotional exams for blacks? When you take a promotional exam most of you know you are wasting your time, because you have no clout and in most cases you have a low efficiency and black politicians are not able to promote even their own relatives but we see one incompetent politically connected white boy after another get promoted. But when it comes to you, you continue to get screwed. In every district in this city, white officers make all the major decisions and pass judgement on black officers, but when it comes to being found guilty of an offense, black officers lead the list. The federal government recently completed a survey of the Chicago Police Department and found that black officers get more CR#s than white officers. Black officers are also found guilty more often than white officers. Black officers receive more summary punishment than white officers. The report also noted that these complaints came from white supervisory personnel.

Another example of unequal treatment concerns itself with suspensions of black and white officers. Recently a white officer was suspended after being found guilty of beating a black youth while handcuffed. The acting District Commander of his station ordered that the men donate \$5 to \$10 each in order to help this white officer. How many black officers who have gotten suspended had collections taken up by white police officers? Have you forgotten all of the cases involving black and white policemen where the white policeman was wrong and he received no punishment what-so-ever? Do you think COP will help you in those situations? Compare these cases with those where black officers have been accused of being wrong by white officers. In every case the black officer was punished and in some cases, fired. Think about these things, come to the meeting on:

\*\*\*\*\* THURSDAY, NOVEMBER 30, 1972 at 12:30 PM (afternoon)  
\*\*\*\*\* location: 936 East 87th Street (Vinzant's Restaurant)

REMEMBER:

We are suing the Police Department in your behalf.

We are fighting the Police Department in your behalf.

DON'T BE AFRAID TO FIGHT FOR YOURSELF.

Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



"BLACK  
POWER  
THROUGH  
THE LAW"

Dear Member,

In November of 1972 eleven major Black police associations throughout the nation received a charter from the State of Illinois as a not-for-profit corporation and at that time the National Black Police Association has grown to twenty (22) organizations in thirteen (13) states.

The National Black Police Association was established to improve the relationship between police departments as institutions and the Black community; to evaluate the effects of the policies and programs with the criminal justice system on the Black community; to establish a free and rapid flow of information through a national network; to increase and enhance Black police performance through shared experience and education; to act as a mechanism to recruit minority police officers on a national scale and to work toward a police reform in order to eliminate police corruption, brutality and racial discrimination.

The N.B.P.A. offers a real genuine opportunity for Black police, men and women on a national level to join the struggle for freedom, equality, and justice for minority citizens throughout the United States.

The National Black Police Association will convene all local affiliates in a convention. This convention will be held in Atlanta, Georgia, October 7-11, 1973 at the Sheraton-Biltmore Hotel.

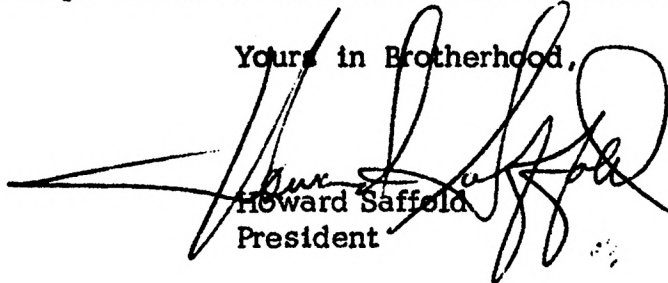
The tentative agenda will include guest speakers, seminars, luncheons and an awards banquet. The reverse gives you a run-down on travel expenses, hotel accommodations, etc. Bring your wife or sweetheart and allow her to enjoy this occasion. There will be special programs for the ladies while business sessions are being conducted.

The problem of time due has been discussed and at this point the recommendations are as follows:

1. Check your regular days-off to ascertain the number of days (Oct. 7-11) that will be covered.
2. Request changing of off-days so that preceeding week's days-off may be changed.
3. If necessary, request time due for days not covered.
4. Accumulate as much time due as possible between now and the dates of the convention, keeping in mind Holidays that fall during the interim period (September 3rd - Labor Day & October 8th - Columbus Day).

We encourage all Black police officers of the Chicago Police Department to attend this historical event so as to enable you and yours to see the efforts and commitment being set forth by other Black officers around the country.

Yours in Brotherhood,

  
Howard Saffold  
President



# NATIONAL BLACK POLICE ASSOCIATION CONFERENCE

COME FLY  
WITH US!!!



## OCT. 7-11, 1973

### ATLANTA, GEORGIA

#### TRIP INCLUDES-

- ① Accommodations for 5 days and 4 nights at the Sheraton-Biltmore Hotel
- ② Pre-registration at the hotel
- ③ Welcome Cocktail party
- ④ Daily Workshops and Seminars
- ⑤ Gala Awards Banquet Dinner

COME FLY WITH US TO ATLANTA TO THE N.B.P.A. CONVENTION!!!

Standard airfare round trip from Chicago to Atlanta and back is \$106.00 per person however if we fill a plane the rate will drop. If you plan to fly a deposit of \$50.00 will be required.

Fill out the Hotel Reservation Blank below and reserve your room for this convention. To insure a choice room you must make your reservation by September 7, 1973.

---

#### RESERVATION BLANK

Please reserve \_\_\_\_\_ rooms @ \$150.00 per room (based on double occupancy @ \$75.00 per person)

NAME \_\_\_\_\_ PHONE \_\_\_\_\_

ADDRESS \_\_\_\_\_ ZIP \_\_\_\_\_

Enclosed is my check for \$ \_\_\_\_\_ as full payment

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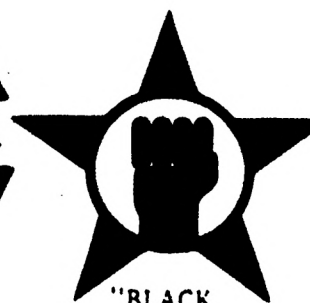
MAKE ALL CHECKS PAYABLE

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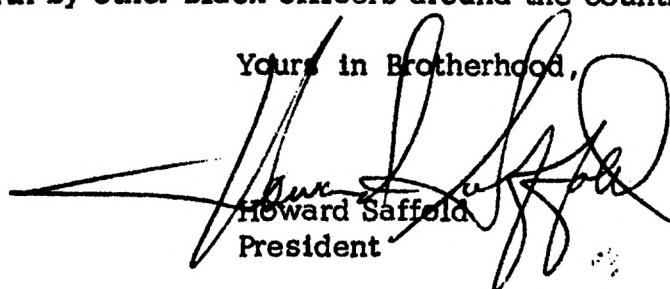
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TO  
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LEAGUE

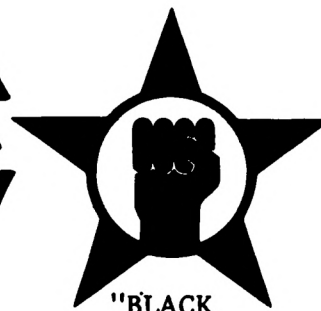


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### AAPL FORCES EXAM MODIFICATION

THE ATTEMPTS of your league to secure an impartial promotional exam system have started the wheels of change turning.

The Civil Service Commission, after much prodding by AAPL, a current LEAA (Gov't agency) investigation into Chicago Police Discriminatory practices, the undeniable Metcalfe report, and a forthcoming federal law suit to be filed by the U.S. Department of Justice has finally convinced the systems' anonymous controlling powers (in desperation) they'd better do something quick! So, as you know they created an illusion which would have you believe these "improvements" were implemented voluntarily. What a joke! We know better, much better! We also know they plan to use the old "efficiency system" (a glorified popularity contest) as a hold card against blacks who score high on the new exam.

NOW THAT you've taken the exam and should know your score, if you haven't obtained your so called efficiency rating from your unit secretary, do so (you'll find all ratings on your time & transfer card). If you note any irregularities or changes we'd like to know.

By attending monthly meetings we'll help you stay aware, so that you may "help self."

### THE METCALFE REPORT, AN UNAVOIDABLE ISSUE

WHILE some high ranking police department and city officials are busy shuffling and sidestepping the burning sands of the recent Metcalfe report on his congressional blue ribbon panel investigation on the MISUSE OF POLICE AUTHORITY others are up to their usual old roles, hiding behind the "No Comment" adage of their forefathers. No matter how hard they try the issues are UNAVOIDABLE and the people know it.

In saluting this powerful sober minded CONGRESSMAN OF THE PEOPLE, we thank him for a long awaited response to the never ending pleas for help by blacks and other minority groups who suffer the miscarriages of justice.

THE HARDLINED policy of "NO" with regard to community control of the police needs a good objective looking at NOW more than ever. Active participation by citizens in the general management of the police in these areas is essential:

- A. Civilian board to oversee entire department
- B. Hiring and firing of police officers
- C. Disciplinary review of the police
- D. Policy making

The major impetus in any successful improvements should emanate from the head of the police department.

*Continued on Page 4*

## COUNCIL'S RAP

By  
**ATTY. ERIC GRAHM**  
**GENERAL COUNCIL, AAPL**

**THE LAWS** of the State of Illinois that police officers are sworn to enforce represent a consensus view of ideals and goals of our society. Some of these goals represent a clear moral ideal to which most people can subscribe; others are the result of a very narrow margin of victory in the legislature and are probably disapproved by slightly less than one-half of the population.

Laws, therefore, do not represent a universally accepted system of right and wrong. Calling the system of law enforcement a system of justice is, therefore, subject to serious questions. To be sane about your job, you must realize that you are committed to enforcing laws that may or may not be right or just in your opinion.

**CITIZENS**, similarly, are required to respect and comply with laws which they frequently feel do not represent right or justice. This is true, not only as far as the substance of the law is concerned, but also in relation to the procedures employed in enforcing the law.

To the extent that people feel alienated from the consensus making body--the executive, legislative and judicial arms of government--they feel that the laws are not their laws. To the extent that people feel that the arrest, custodial arrangements, trial and sentencing apparatus is alien to their view, they resent and resist it.

**THE ADMINISTRATION** of the legal system is supported by attitudes of cooperation and the desire to pursue the quiet enjoyment of life by the majority of citizens. These attitudes, rather than fear of police force, preserve order in the community. There is no combination of repressive or defensive measures which can control the citizens of a community for any extended period of time if these measures are totally rejected.

Law enforcement personnel, therefore, need to be concerned about bringing into being situations where all people will feel that they are full participants in the consensus making process. Voting, lobbying, accountability procedures and coalition tactics are various means of striving for this goal.

**POLICE OFFICERS** also have a life and death interest in the preservation of institutions which cultivate inner controls within human beings. Religious, social, and civic organizations provide the institutional setting in which the values are cultivated.

The self interest of patrolmen in survival requires that they be concerned and involved citizens, carrying their full responsibility for the preservation of the community institutions which enable people to achieve personal fulfillment on a moral and peaceful basis. The Afro-American Patrolmen's League is a means through which these institutions may be informed and otherwise assisted in preserving themselves and their communities.

## THE GESTAPO

Father George Clements, AAPL Chaplain.

**WAKE** up early...best time to plan out day's activities...celebrate Mass...teach over in the school...Lunchtime...see people in office...problems...problems...problems...meetings...meetings...meetings...finally day draws toward close and I...

I decide to drive over to 35th & Giles to Your Book Store to pick up the Trib. It is a good excuse to get some air and just look at my beautiful Black brothers and sisters out there jiving around. It is a pleasant evening, a little on the cool side, but nice. I hop out of the car and immediately freeze. A mass of humanity is lined up against the wall; frightened, angry, and being searched. All kinds of mutterings are heard... "What the hell is this?" "What right have they got to go in my pockets?" "I thought they were supposed to show you their identification." "I didn't do nothing."

**TWO WHITE**, plainclothes policemen are stopping any and every Black person on 35th & Giles, lining them up and subjecting them to a thorough search. They are grim, determined, fearless, intrepid. After all, are they not the Herrvolk? The Master Race, the Gestapo? One of them glances over his shoulder and sees me staring. He hunches his partner, they shrug their shoulders and continue their search. I so badly want to go over and demand that they present their credentials. I sense the tenseness in the air, the inflammatory situation they are creating. It would not take much for a sniper to...

**SUDDENLY**, like a welcome breath of fresh air, I spot a phenomenal miracle...a squad passes by with not one, but two, Black policemen. Breathlessly, I race over to their squad car and relay to them exactly what is taking place. They look at me with a puzzled air; one looks away. The other lowers his head and says, "Well, Father, it's rotten, but what you gonna do?"

What you gonna do? What you gonna do? That rhetorical question has been reverberating around and around in my head since I heard that Black patrolman state those words a few nights ago. What are we going to do? What did the Jews do when the Gestapo lined them up against the wall in Nazi Germany? What are we going to do? The bitter truth is that we "Non-Policemen" are not going to do anything because we fear the Gestapo. Too many times we have seen how swiftly they react toward resisters and so the best we can do is clench our fists in anger and mutter under our breath.

**THE FACT** is, there is only one group capable of defending us against the Gestapo. That group comprises those Black patrolmen who really deserve the title, **BLACK MEN**. Yes, I have heard all the arguments: That it is a high-crime area, the residents themselves are asking for increased police protection, the shopkeepers are begging the police to help, the narcotics traffic is on the rampage in that area, citizens are being mugged, harassed, intimidated.

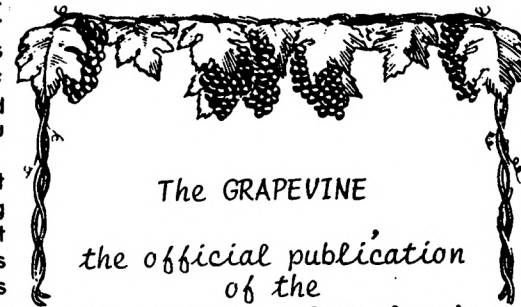
I have heard all the arguments and I find them to be lame. They say that we do not have enough Black patrolmen, detectives, watch com-

manders, etc. Simple. Hire more. They then say that they do not fulfill our requirements. They have not passed our tests, they cannot meet our specifications. Whose requirements? Whose tests? Whose specifications? How many Black people had a hand in setting up those requirements? How much input was had by the Black community in designing those tests? What consultation was ever had with Black people when they tossed those specifications in? It is like "flesh-colored band-aids"...the color of whose flesh?

A **COMMON** mistake made by many white people is to underestimate the native intelligence of Blacks. We are certainly aware of the fact that you do not have a situation in this city wherein Black officers in plain clothes could jump out of an unmarked squad car in a white neighborhood, start lining up white people against a wall, and search them. It simply is not happening, nor is it going to happen in the foreseeable future. White people would not tolerate it; white patrolmen would not tolerate it.

We who were born here, who live here, and who will undoubtedly die here, we are not in a position to defend ourselves against the Gestapo. We must look for protection to those Black brothers who can legitimately carry guns. No matter what happens, we will continue to love you because God has given you "to serve and protect" our Black Community. But, we truly would hope that we could also respect you.

Father George Clements, Pastor, Holy Angels Church; AAPL Chaplain.



### The GRAPEVINE

the official publication  
of the  
Afro-American Patrolman's  
League

7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.

\*\*\*\*\*

EDITOR....Robert P. Ervin

EXEC. DIR..Renault Robinson

PRESIDENT.. Howard Saffold



## THE PEOPLE DON'T UNDERSTAND LAW

KERMIT COLEMAN  
GENERAL COUNCIL, AAPL

IT HAS long been my belief that practitioners of exclusive arts and sciences --professionals-- are not sufficiently concerned with the fact that the public, for whom their skills are learned, seldom knows much about the processes involved. The physician frequently gives no more than the sketchiest information regarding the relationship of the particular disease to the general health of his patient. A prescription and the advice to come back next week is usually all the patient receives.

Typically, the lawyer listens to the complaint of his client, asks a few questions, and suggests that the resolution of the matter be left to his discretion. There should be no wonder then that people frequently go away from these experiences without having fully understood what has taken place or what forces have been acting upon them. In fact, they are no better informed than before as to how future situations might be avoided.

### DEMYSTIFY THE LAW

IT IS this aspect of the law with which this column will deal. Perhaps it is in the field of law, more than most others, that the public acts with the least perfect knowledge of how and why.

This column will attempt to help demystify the function of the law. It will attempt to fill in the backdrop upon which the law operates and to analyze those basic considerations which determine the reasonableness and validity of the rules of human conduct which we call law.

LAW, in its simplest form, is a set of rules calculated to regulate human conduct. Any sensible analysis of the concept of law must take into consideration the differences between those rules of laws which, for our purposes here, may be called laws of nature, and those laws created by man.

I do not mean to discuss the philosophical meaning of the phrase "laws of nature." I mean only that one must recognize man's inability to affect nature directly, and the sensibleness of adjusting to and accommodating its force. But with respect to those rules which men make, it is wise, indeed critical, in an imperfect society, to question, examine, and determine the propriety of every rule suggested.

DIFFERENT ideas about which laws should exist are the result of different backgrounds, experiences, cultures, and views of oneself. What is good and proper in the light of the experience of one segment of our fragmented society may be bad and improper in the light of another.

### TRUE EQUALITY

FROM THIS simple proposition, it is not difficult to understand that in order for a society to successfully function under law, universal concepts must be developed and adhered to which tend to minimize the differences between people and create a climate where true equality before the law is possible.

In a setting such as this laws can work.

THERE IS however, in this country a tendency to invest all our institutions with the burdensome effects of racism. Words and concepts used to describe an ideal state--words such as equality, fraternity, and justice--reflect only empty rhetoric in the light of this basic fact. The failure to recognize this results in an inability to distinguish between what law is and what it is supposed to be-- a failure which is extremely dangerous for all people, but particularly so for Black people.

Black people must live, function, and create the fabric of their lives under a system such as this. The need therefore to confront and question every rule made to regulate their conduct becomes urgent and necessary in order to retain the minimal degree of freedom they have obtained in the last 300 or so years in this land.

### PERVASIVE RACISM

IT IS this pervasive, distorting characteristic of racism which I hope to be able to always account for and identify here when I discuss the law.

This will not be the place to have questions answered about specific legal problems. The value of such general, all-purpose advice is doubtful. Serious individual problems deserve the undivided attention of the one to whom they are addressed and this cannot be done adequately in a newspaper column. I will, however, from time to time, write about topics which may have general application for many people.

NEEDLESS to say, the views which I express here are solely my own.

## SEX ABUSE SHAKE-UP!

IN THE wake of recent AAPL and mass news media disclosures of sexual abuses and assaults on numerous black women by some Chicago policemen, reports indicate one (1) south side patrolman, Emil W. Roubik has been arrested after flunking a lie box exam in a case accusing him of molesting a black teenager at gunpoint. In another instance patrolman Gerald Leenheer savagely beat his black girl friend and ended a chase of the bleeding victim stark naked swinging his nightstick amid a host of responding policemen who had no alternative but to lock him up.

HIGH POLICE department officials are assuming the usual old "no comment" attitude characteristic of the "silent majority". Meanwhile, back down the totem pole certain district commanders are quietly urging their troops to "watch that (sex) stuff--it makes us all look bad".

Ain't it always the way?

THE COMMISSION of these sex crimes by ANYONE, especially bad apple cops is plain intolerable, and suspensions and scoldings just wont get it, NO WAY!

It appears the good old Chicago Police Department expects us to be blinded with ignorance and accept their policy of do nothingism. Be advised such foolishness is not and will not be the case. The AAPL calls for broad community effort to end such misconduct by promptly reporting it when it happens. Help us to help YOU end this abuse to the motherhood of our existence.

WE ARE OUR BROTHERS KEEPER,  
SISTERS TOO!





**NOTE:**

from the PRESIDENT

This Newsletter will be available monthly. Many police related subjects and incidents will be discussed. We hope that this source of information will be helpful in bringing about the sorely needed changes in this institution that effects each of our lives because of the very nature of its function. To read these letters and have criticisms is to be expected. If that happens then we can assume that our labors are not in vain. To not read the letters well, perhaps you didn't need to know its content, but I shudder to think of the individuals who should have read it but didn't.

Incidents and noteworthy information is always welcome. If you have something to share, contact your district representative or the league office. If you are a perpetrator of distainful acts against black people, BEWARE...

# I AM . . . MY BROTHER'S KEEPER

.. I AM.....My Brothers Keeper. Too many black policemen do not know who and what the AAPL is or just what we are about and are ashamed to ask or attend "their" monthly meetings to find out.

We are first of all Black men. Proud Black Men. Our business is to render the highest quality of police service to all members of the communities which we serve and protect. Through our efforts we are accomplishing the following goals:

1. Improvement of the relationship between the police department as an institution and the black community.
2. Improvement of the relationship between white and black policemen and;
3. The bringing about of total police reform; to name a few areas, important to black policemen, reform of hiring and promotional procedures, reform of assignment procedures, and reform of the entire disciplinary system, (which obviously, as a matter of documented fact does not serve to benefit all its members by the same standard).

**THE LEAGUE** also maintains a full-time office staff, to advise, assist and guide you in case of question, gather information to help protect your rights as a black policeman in any of the above areas. We maintain a police brutality complaint service which is provided for citizens who experience or witness excessive force, lack of service, or improper conduct. Our legal advisory board is the best. If you're interested in furthering your education we can provide complete information on available programs and or Law Enforcement Assistance. Through monthly meetings we are able to know what's happening right now all over the city in respect to police community and police-police relations, and what can best be done to improve them **NOW**.

**BROTHERS**, if you are man enough to have an opinion be man enough to voice it. Be man enough to bring about change and "HELP SELF". Don't allow yourself to be intimidated or embarrassed into shying away from something which belongs to you. Stop scratching where you don't itch! Sacrifice that \$15.00 you'd blow in the streets and the time you'd spend, sleeping, to file your membership application with the office of the AAPL and attend your monthly meetings.

**RIGHT ON!**

*Continued from Page 1*

**HE MUST** represent a **POSITIVE** image to the public, people, and political powers because he is the man held responsible for police performance. When, in light of recent controversy about these issues of the people we turn to the present superintendant of Chicago's finest all we seem to hear is a fading voice sounding more like a tape recorded rerun...."No Comment"....."No Comment"....."no".....

In retrospect we are reminded of the immanent **NEED** for change **NOW**. Not tokenism, (which superficially appears to be change --but is only a mirage) but major change.

**ONE** of Metcalfe's undeniable arguments is that self investigation, no matter how well handled inevitably leads to cover-ups.

One high police official, Mitchell Ware who did comment on the report was quoted as saying in a recent press interview that he can't change the system and those who can aren't talking. Keep the faith baby!



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THE ATTEMPTS of your league to secure an impartial promotional exam system have started the wheels of change turning.

The Civil Service Commission, after much prodding by AAPL, a current LEAA (Gov't agency) investigation into Chicago Police Discriminatory practices, the undeniable Metcalfe report, and a forthcoming federal law suit to be filed by the U.S. Department of Justice has finally convinced the systems' anonymous controlling powers (in desperation) they'd better do something quick! So, as you know they created an illusion which would have you believe these "improvements" were implemented voluntarily. What a joke! We know better, much better! We also know they plan to use the old "efficiency system" (a glorified popularity contest) as a hold card against blacks who score high on the new exam.

NOW THAT you've taken the exam and should know your score, if you haven't obtained your so called efficiency rating from your unit secretary, do so (you'll find all ratings on your time & transfer card). If you note any irregularities or changes we'd like to know.

By attending monthly meetings we'll help you stay aware, so that you may "help self."

### THE METCALFE REPORT, AN UNAVOIDABLE ISSUE

WHILE some high ranking police department and city officials are busy shuffling and sidestepping the burning sands of the recent Metcalfe report on his congressional blue ribbon panel investigation on the MISUSE OF POLICE AUTHORITY others are up to their usual old roles, hiding behind the "No Comment" adage of their forefathers. No matter how hard they try the issues are UNAVOIDABLE and the people know it.

In saluting this powerful sober minded CONGRESSMAN OF THE PEOPLE, we thank him for a long awaited response to the never ending pleas for help by blacks and other minority groups who suffer the miscarriages of justice.

THE HARDLINED policy of "NO" with regard to community control of the police needs a good objective looking at NOW more than ever. Active participation by citizens in the general management of the police in these areas is essential:

- A. Civilian board to oversee entire department
- B. Hiring and firing of police officers
- C. Disciplinary review of the police
- D. Policy making

The major impetus in any successful improvements should emanate from the head of the police department.

*Continued on Page 4*

## COUNCIL'S RAP

By  
**ATTY. ERIC GRAHM**  
**GENERAL COUNCIL, AAPL**

**THE LAWS** of the State of Illinois that police officers are sworn to enforce represent a consensus view of ideals and goals of our society. Some of these goals represent a clear moral ideal to which most people can subscribe; others are the result of a very narrow margin of victory in the legislature and are probably disapproved by slightly less than one-half of the population.

Laws, therefore, do not represent a universally accepted system of right and wrong. calling the system of law enforcement a system of justice is, therefore, subject to serious questions. To be sane about your job, you must realize that you are committed to enforcing laws that may or may not be right or just in your opinion.

**CITIZENS**, similarly, are required to respect and comply with laws which they frequently feel do not represent right or justice. This is true, not only as far as the substance of the law is concerned, but also in relation to the procedures employed in enforcing the law.

To the extent that people feel alienated from the consensus making body--the executive, legislative and judicial arms of government--they feel that the laws are not their laws. To the extent that people feel that the arrest, custodial arrangements, trial and sentencing apparatus is alien to their view, they resent and resist it.

**THE ADMINISTRATION** of the legal system is supported by attitudes of cooperation and the desire to pursue the quiet enjoyment of life by the majority of citizens. These attitudes, rather than fear of police force, preserve order in the community. There is no combination of repressive or defensive measures which can control the citizens of a community for any extended period of time if these measures are totally rejected.

Law enforcement personnel, therefore, need to be concerned about bringing into being situations where all people will feel that they are full participants in the consensus making process. Voting, lobbying, accountability procedures and coalition tactics are various means of striving for this goal.

**POLICE OFFICERS** also have a life and death interest in the preservation of institutions which cultivate inner controls within human beings. Religious, social, and civic organizations provide the institutional setting in which the values are cultivated.

The self interest of patrolmen in survival requires that they be concerned and involved citizens, carrying their full responsibility for the preservation of the community institutions which enable people to achieve personal fulfillment on a moral and peaceful basis. The Afro-American Patrolmen's League is a means through which these institutions may be informed and otherwise assisted in preserving themselves and their communities.

## THE GESTAPO

Father George Clements, AAPL Chaplain.

**WAKE** up early...best time to plan out day's activities...celebrate Mass...teach over in the school...Lunchtime...see people in office...problems...problems...problems...meetings...meetings...meetings...finally day draws toward close and I...

I decide to drive over to 35th & Giles to Your Book Store to pick up the Trib. It is a good excuse to get some air and just look at my beautiful Black brothers and sisters out there jiving around. It is a pleasant evening, a little on the cool side, but nice. I hop out of the car and immediately freeze. A mass of humanity is lined up against the wall; frightened, angry, and being searched. All kinds of mutterings are heard..."What the hell is this?" "What right have they got to go in my pockets?" "I thought they were supposed to show you their identification." "I didn't do nothing."

**TWO WHITE**, plainclothes policemen are stopping any and every Black person on 35th & Giles, lining them up and subjecting them to a thorough search. They are grim, determined, fearless, intrepid. After all, are they not the Herrvolk? The Master Race, the Gestapo? One of them glances over his shoulder and sees me staring. He hunches his partner, they shrug their shoulders and continue their search. I so badly want to go over and demand that they present their credentials. I sense the fenseness in the air, the inflammatory situation they are creating. It would not take much for a sniper to...

**SUDDENLY**, like a welcome breath of fresh air, I spot a phenomenal miracle...a squad passes by with not one, but two, Black policemen. Breathlessly, I race over to their squad car and relay to them exactly what is taking place. They look at me with a puzzled air; one looks away. The other lowers his head and says, "Well, Father, it's rotten, but what you gonna do?"

What you gonna do? What you gonna do? That rhetorical question has been reverberating around and around in my head since I heard that Black patrolman state those words a few nights ago. What are we going to do? What did the Jews do when the Gestapo lined them up against the wall in Nazi Germany? What are we going to do? The bitter truth is that we "Non-Policemen" are not going to do anything because we fear the Gestapo. Too many times we have seen how swiftly they react toward resisters and so the best we can do is clench our fists in anger and mutter under our breath.

**THE FACT** is, there is only one group capable of defending us against the Gestapo. That group comprises those Black patrolmen who really deserve the title, **BLACK MEN**. Yes, I have heard all the arguments: That it is a high-crime area, the residents themselves are asking for increased police protection, the shopkeepers are begging the police to help, the narcotics traffic is on the rampage in that area, citizens are being mugged, harassed, intimidated.

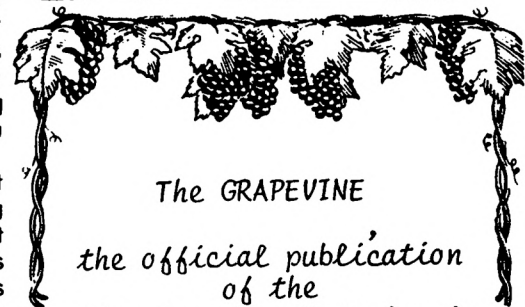
I have heard all the arguments and I find them to be lame. They say that we do not have enough Black patrolmen, detectives, watch com-

manders, etc. Simple. Hire more. They then say that they do not fulfill our requirements. They have not passed our tests, they cannot meet our specifications. Whose requirements? Whose tests? Whose specifications? How many Black people had a hand in setting up those requirements? How much input was had by the Black community in designing those tests? What consultation was ever had with Black people when they tossed those specifications in? It is like "flesh-colored band-aids"...the color of whose flesh?

**A COMMON** mistake made by many white people is to underestimate the native intelligence of Blacks. We are certainly aware of the fact that you do not have a situation in this city wherein Black officers in plain clothes could jump out of an unmarked squad car in a white neighborhood, start lining up white people against a wall, and search them. It simply is not happening, nor is it going to happen in the foreseeable future. White people would not tolerate it; white patrolmen would not tolerate it.

We who were born here, who live here, and who will undoubtedly die here, we are not in a position to defend ourselves against the Gestapo. We must look for protection to those Black brothers who can legitimately carry guns. No matter what happens, we will continue to love you because God has given you "to serve and protect" our Black Community. But, we truly would hope that we could also respect you.

Father George Clements, Pastor, Holy Angels Church; AAPL Chaplain.



*The GRAPEVINE*

*the official publication  
of the  
Afro-American Patrolman's  
League*

*7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.*

\*\*\*\*\*

*EDITOR.....Robert P. Ervin*

*EXEC. DIR..Renault Robinson*

*PRESIDENT.. Howard Saffold*





## THE PEOPLE DON'T UNDERSTAND LAW

KERMIT COLEMAN  
GENERAL COUNCIL, AAPL

IT HAS long been my belief that practitioners of exclusive arts and sciences --professionals-- are not sufficiently concerned with the fact that the public, for whom their skills are learned, seldom knows much about the processes involved. The physician frequently gives no more than the sketchiest information regarding the relationship of the particular disease to the general health of his patient. A prescription and the advice to come back next week is usually all the patient receives.

Typically, the lawyer listens to the complaint of his client, asks a few questions, and suggests that the resolution of the matter be left to his discretion. There should be no wonder then that people frequently go away from these experiences without having fully understood what has taken place or what forces have been acting upon them. In fact, they are no better informed than before as to how future situations might be avoided.

### DEMYSTIFY THE LAW

IT IS this aspect of the law with which this column will deal. Perhaps it is in the field of law, more than most others, that the public acts with the least perfect knowledge of how and why.

This column will attempt to help demystify the function of the law. It will attempt to fill in the backdrop upon which the law operates and to analyze those basic considerations which determine the reasonableness and validity of the rules of human conduct which we call law.

LAW, in its simplest form, is a set of rules calculated to regulate human conduct. Any sensible analysis of the concept of law must take into consideration the differences between those rules of laws which, for our purposes here, may be called laws of nature, and those laws created by man.

I do not mean to discuss the philosophical meaning of the phrase "laws of nature." I mean only that one must recognize man's inability to affect nature directly, and the sensibleness of adjusting to and accommodating its force. But with respect to those rules which men make, it is wise, indeed critical, in an imperfect society, to question, examine, and determine the propriety of every rule suggested.

DIFFERENT ideas about which laws should exist are the result of different backgrounds, experiences, cultures, and views of oneself. What is good and proper in the light of the experience of one segment of our fragmented society may be bad and improper in the light of another.

### TRUE EQUALITY

FROM THIS simple proposition, it is not difficult to understand that in order for a society to successfully function under law, universal concepts must be developed and adhered to which tend to minimize the differences between people and create a climate where true equality before the law is possible.

In a setting such as this laws can work.

THERE IS however, in this country a tendency to invest all our institutions with the burdensome effects of racism. Words and concepts used to describe an ideal state--words such as equality, fraternity, and justice--reflect only empty rhetoric in the light of this basic fact. The failure to recognize this results in an inability to distinguish between what law is and what it is supposed to be-- a failure which is extremely dangerous for all people, but particularly so for Black people.

Black people must live, function, and create the fabric of their lives under a system such as this. The need therefore to confront and question every rule made to regulate their conduct becomes urgent and necessary in order to retain the minimal degree of freedom they have obtained in the last 300 or so years in this land.

### PERVASIVE RACISM

IT IS this pervasive, distorting characteristic of racism which I hope to be able to always account for and identify here when I discuss the law.

This will not be the place to have questions answered about specific legal problems. The value of such general, all-purpose advice is doubtful. Serious individual problems deserve the undivided attention of the one to whom they are addressed and this cannot be done adequately in a newspaper column. I will, however, from time to time, write about topics which may have general application for many people.

NEEDLESS to say, the views which I express here are solely my own.

## SEX ABUSE SHAKE-UP!

IN THE wake of recent AAPL and mass news media disclosures of sexual abuses and assaults on numerous black women by some Chicago policemen, reports indicate one (1) south side patrolman, Emil W. Roubik has been arrested after flunking a lie box exam in a case accusing him of molesting a black teenager at gunpoint. In another instance patrolman Gerald Leenheer savagely beat his black girl friend and ended a chase of the bleeding victim stark naked swinging his nightstick amid a host of responding policemen who had no alternative but to lock him up.

HIGH POLICE department officials are assuming the usual old "no comment" attitude characteristic of the 'silent majority'. Meanwhile, back down the totem pole certain district commanders are quietly urging their troops to "watch that (sex) stuff--it makes us all look bad".

Ain't it always the way?

THE COMMISSION of these sex crimes by ANYONE, especially bad apple cops is plain intolerable, and suspensions and scoldings just wont get it, NO WAY!

It appears the good old Chicago Police Department expects us to be blinded with ignorance and accept their policy of do nothingism. Be advised such foolishness is not and will not be the case. The AAPL calls for broad community effort to end such misconduct by promptly reporting it when it happens. Help us to help YOU end this abuse to the motherhood of our existence.

WE ARE OUR BROTHERS KEEPER, SISTERS TOO!



# NOTE:

from the PRESIDENT

This Newsletter will be available monthly. Many police related subjects and incidents will be discussed. We hope that this source of information will be helpful in bringing about the sorely needed changes in this institution that effects each of our lives because of the very nature of its function. To read these letters and have criticisms is to be expected. If that happens then we can assume that our labors are not in vain. To not read the letters well, perhaps you didn't need to know its content, but I shudder to think of the individuals who should have read it but didn't.

Incidents and noteworthy information is always welcome. If you have something to share, contact your district representative or the league office. If you are a perpetrator of distasteful acts against black people, BEWARE...

# I AM . . . MY BROTHER'S KEEPER

.. I AM.....My Brothers Keeper. Too many black policemen do not know who and what the AAPL is or just what we are about and are ashamed to ask or attend "their" monthly meetings to find out.

We are first of all Black men. Proud Black Men. Our business is to render the highest quality of police service to all members of the communities which we serve and protect. Through our efforts we are accomplishing the following goals:

1. Improvement of the relationship between the police department as an institution and the black community.
2. Improvement of the relationship between white and black policemen and;
3. The bringing about of total police reform; to name a few areas, important to black policemen, reform of hiring and promotional procedures, reform of assignment procedures, and reform of the entire disciplinary system, (which obviously, as a matter of documented fact does not serve to benefit all its members by the same standard).

**THE LEAGUE** also maintains a full-time office staff, to advise, assist and guide you in case of question, gather information to help protect your rights as a black policeman in any of the above areas. We maintain a police brutality complaint service which is provided for citizens who experience or witness excessive force, lack of service, or improper conduct. Our legal advisory board is the best. If you're interested in furthering your education we can provide complete information on available programs and or Law Enforcement Assistance. Through monthly meetings we are able to know what's happening right now all over the city in respect to police community and police-police relations, and what can best be done to improve them **NOW**.

**BROTHERS**, if you are man enough to have an opinion be man enough to voice it. Be man enough to bring about change and "HELP SELF". Don't allow yourself to be intimidated or embarrassed into shying away from something which belongs to you. Stop scratching where you don't itch! Sacrifice that \$15.00 you'd blow in the streets and the time you'd spend, sleeping, to file your membership application with the office of the AAPL and attend your monthly meetings.

**RIGHT ON!**

Continued from Page 1

**HE MUST** represent a **POSITIVE** image to the public, people, and political powers because he is the man held responsible for police performance. When, in light of recent controversy about these issues of the people we turn to the present superintendant of Chicago's finest all we seem to hear is a fading voice sounding more like a tape recorded rerun.... "No Comment"..... "No Comment"..... "no".....

In retrospect we are reminded of the immanent **NEED** for change **NOW**. Not tokenism, (which superficially appears to be change --but is only a mirage) but major change.

**ONE** of Metcalfe's undeniable arguments is that self investigation, no matter how well handled inevitably leads to cover-ups.

One high police official, Mitchell Ware who did comment on the report was quoted as saying in a recent press interview that he can't change the system and those who can aren't talking. Keep the faith baby!



"BLACK  
POWER  
THROUGH  
THE LAW"

**AFRO-AMERICAN  
PATROLMEN'S LEAGUE**

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CHICAGO, ILLINOIS 60649

312 667-7384

Remember, you heard it through the

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## MEETING NOTICE

WEDNESDAY, 28 FEBRUARY 1973

On February 21, 1972, a news interview was shown on NBC-TV (Channel 5) concerning drop guns and how they are utilized by some members of the Chicago Police Department. This interview was conducted at League headquarters by an NBC-TV reporter. Following the TV broadcast Howard Saffold, President of the League and Bill Bigby, a League Board member, upon reporting for work the next day were taken by IAD investigators to IAD headquarters for statements about the broadcast. They both were accused of having made derogatory remarks against the Department and were ordered to make full statements. Under the advice of League counsel they complied with the order.

The Police Department then requested that States Attorney Hanrahan subpoena these men before a special grand jury that was investigating the death of Cornell Fitzpatrick in order to intimidate them because of the statements they made. Hanrahan threatened to indict both men however, this never occurred. Nearly one year later, Superintendent Conlisk suspended Bill Bigby and Howard Saffold for 30 days each. The League became outraged at this violation of these two members constitutional rights to free speech, therefore AAPL filed suit against the Police Department asking the court to reverse the suspensions, give back pay and erase this ridiculous suspension from both men's records.

On January 15, 1973, Superintendent Conlisk complied with our request in order to avoid a court battle. As a result of this action on the part of Conlisk, the League now believes that all officers, regardless of color or association, can now freely speak their minds without fear of intimidation from the bosses. Another victory for AAPL. Look for more victories in the future.

THIS TOPIC WILL BE DISCUSSED  
IN MORE DETAIL AT THE MEETING ON FEBRUARY 28th.

TIME: 12:30 PM (noon)

PLACE: Vinzant's Restaurant  
936 East 87th Street  
Chicago, Illinois

Note: The election of new Board members for 1973-74

You may have noticed in recent days that candidates for the Board of Directors of the Afro-American Patrolmen's League have been requesting that you sign petitions supporting their candidacy to the Board of Directors of the AAPL. These individuals want to represent you for the next two years. At next month's meeting all those successful candidates will be ratified by the general membership. You will receive their names and districts next month.



INTERNAL AFFAIRS DIVISION/CHICAGO POLICE  
SUSPENSION NOTIFICATION

INSTRUCTIONS: Prepare original and three copies whenever any member is recommended for suspension from duty.

NAME OF MEMBER <b>BIGBY, William</b>	STAR NO. <del>11881</del> <b>11920</b>	EMPLOYEE NO. <b>048748</b>
DISTRICT/UNIT OF ASSIGNMENT <b>047 019</b>	DATE <b>2 Oct 72</b>	COMPLAINT REGISTER NO. <b>59321</b>
THIS ACTION RECOMMENDED BY: <b>Complaint Review Panel</b>		
CAUSE OF DISCIPLINARY ACTION		

Patrolman William Bigby, Star ~~11881~~ **11920**, assigned to the ~~19th~~ **247 UNIT** District, is hereby ordered suspended from duty for a period of thirty (30) days, in that on 23 Feb 1972 Ptlmn. Bigby did engage in a course of unacceptable conduct when he appeared on a television program where he made questionable statements, that were unsupporte by fact, and which could reasonably be foreseen to impair the public confidence in the Department or its personnel; that this conduct impeded the Department s efforts to achieve its goals and was not that which the Department has the right to expect from a prudent, dedicated and conscientious police officer.

THE DIRECTOR OF INTERNAL AFFAIRS DIVISION RECOMMENDS THAT THE MEMBER BE GRANTED OPTIONS BY THE SUPERINTENDENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	(REASONS FOR RECOMMENDATION OF OPTION DENIAL MUST BE ATTACHED ONLY TO THE SUPERINTENDENT'S COPY)	INTERNAL AFFAIRS DIRECTOR'S SIGNATURE <i>[Signature]</i>
SUPERINTENDENT GRANTS OPTIONS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		APPROVAL OF SUPERINTENDENT OF POLICE <i>[Signature]</i>

By order of the Superintendent of police, the above named member is ordered suspended for 30 da commencing at 0001 hours on 22 Dec. 1972 . Suspension to cease at 2400 hours on 20 Jan. 19 Member restored to duty after suspension as of 0001 hours on 21 Jan. 1973 .

If the superintendent grants options, the member elects to:

- ☐ Forfeit accumulated time due ( \_\_\_\_\_ days)
- ☐ Forfeit furlough time ( \_\_\_\_\_ days)
- ☐ Work regular days off without extra compensation ( \_\_\_\_\_ days)
- ☐ Be suspended for term of suspension

Office of the Superintendent

15 January 1973

CONFIDENTIAL  
JAN 15 3 33 PM '73

To: First Deputy Superintendent James M. Rochford  
Bureau of Operational Services

Deputy Superintendent Mitchell Ware  
Bureau of Inspectional Services

Deputy Superintendent Patrick V. Needham  
Bureau of Administrative Services

From: James B. Conlisk, Jr., Superintendent of Police

Subject: Patrolman William C. Bigby, Jr., 18th District

The following personnel order is issued concerning the above-cited patrolman:

1. The 30-day suspension of Patrolman William C. Bigby, Jr., Star #11920, effective 22 December 1972, pursuant to Personnel Order 72-864, is hereby rescinded.

2. The subject is ordered reinstated to active duty as of 22 December 1972 and is to be reimbursed for all salaries due and owing as of said date.

3. All intra-Department records pertaining to said suspension and the allegations thereto shall be expunged.

The above will be effective as of this date.

  
James B. Conlisk, Jr.  
Superintendent of Police

Office of the Superintendent

15 January 1973

**To:** First Deputy Superintendent James M. Rochford  
Bureau of Operational Services

Deputy Superintendent Mitchell Ware  
Bureau of Inspectional Services

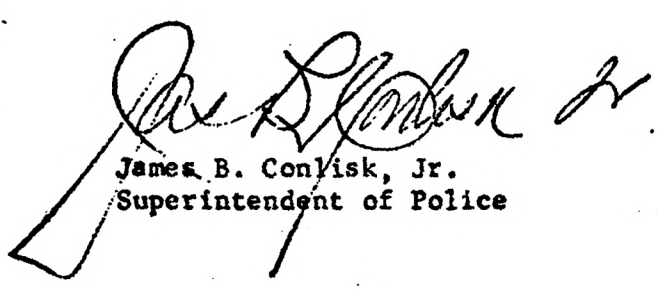
Deputy Superintendent Patrick V. Needham  
Bureau of Administrative Services

**From:** James B. Conlisk, Jr., Superintendent of Police

**Subject:** Patrolman Howard Saffold, Star #11881, 19th District

Any and all intra-Department investigation reports pertaining to the above-cited subject, specifically concerning a television interview and comment thereto which occurred on or about 23 February 1972 relating to the subject of drop guns, will be expunged forthwith.

Further, there will be no disciplinary action taken pursuant to said specific incident.



James B. Conlisk, Jr.  
Superintendent of Police

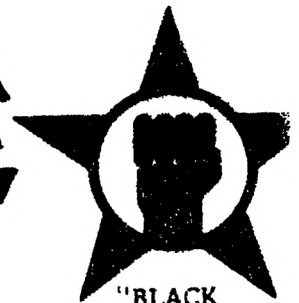


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SUPERINTENDENT GRANTS OPTIONS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		APPROVAL OF SUPERINTENDENT OF POLICE <i>William J. Brundage Jr</i>

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"BLACK  
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MEMBERSHIP MEETING : 3/29/73

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## "THERE WAS A TIME"

Many of the old-timers can attest to the fact that the plight of the black police officer is changing. They would say that its changing in many ways for many reasons. There appears to be more Blacks popping up in some of those so-called specialized units (Hit-Run, Dispatchers, Youth Division, Traffic, Tactical Units, etc.), why they even have some lieutenants serving in the capacity of District Commander. Is this an indication that the attitude of the Department has changed toward Blacks? Have they finally decided that you too are deserving of these positions because after all you are just as qualified as anyone else and you even get killed in the line of duty like the rest of the men do?

The League, in its relentless struggle to get Blacks a fair shake on this one-sided boat that is not supposed to be rocked; knows for a fact that the Chicago Police Department has not in the past, and will not, in the future, make fair and impartial decisions toward Blacks. Hell, they don't even promote their own fairly, so let's not be foolish enough to think that they have had a sudden change of heart. What has happened; however, is that pressure is being brought to bear from things such as the LEAA Study we requested and the desire on the part of the Department to continue receiving the millions of dollars in federal money each year.

The point that's being approached here is that we don't want those of you who suddenly find yourself working in a preferable slot, doing backbends for the Boss to show your appreciation. You have as much right to those positions as anyone and your only obligation is to learn your duties well and avoid stepping on your brothers in order to impress the one who fought hardest to keep you out.

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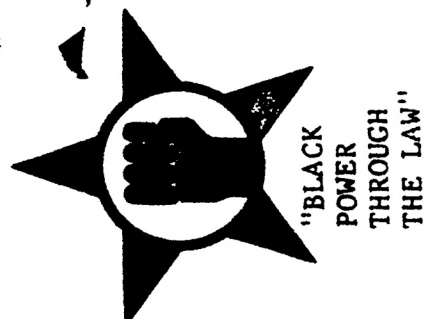
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AFRO-AMERICAN PATROLMEN'S LEAGUE

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CHICAGO, ILLINOIS 60649  
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## WARM

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# CHICAGO Sun-Times

Wednesday, August 15, 1973

★ FINAL  
MARKETS

168 Pages—10 Cents

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By Paul Molloy

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In the suit, the federal government asked for an injunction to compel the police department and the City of Chicago to end alleged discrimination in certain hiring and promotion practices.

"I think," Curry continued, "it is totally insensitive of the U.S. government to allow 7,000 policemen to study for four months for this examination and then to say, three days before the exam, 'Don't hold it.'"

"I think the (federal) government is not dealing in good faith with the city or with

those policemen. The LEAA report (charging discrimination) is now 11 months old. Where has the Justice Department been until three days before the test?"

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"We believe that this will have a profound effect on law enforcement throughout the United States and ultimately will make minority communities a safer place to live.

"There has been a conscious effort to keep blacks out on the part of the Chicago Police Department and all police departments," he said.

Skinner said other complaints also had been received.

In Washington, Asst. U.S. Atty. Gen. Stanley F. Pottinger said the "main thrust" of the suit was the police department's alleged discriminatory procedures. He said that entrance examinations have not been shown to be "valid predictors" of police performance.

Pottinger said that the Chicago Police Department had received a grant from the LEAA to devise better testing procedures "but the Chicago Police Department won't use them" although, he said, they had been used successfully in Detroit.

The suit also asked for an emergency hearing in U.S. District Court here to seek a temporary restraining order halting a scheduled police sergeants' examination slated for Saturday.

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"They (police department tests) take advantage of higher educational levels and do not consider the ability of job performance. . . . Education cannot be a controlling factor."

The mayor's office declined comment but Corporation Counsel Richard L. Curry denied there was any discrimination in the police department. He said the federal government was taking an "outrageous" position in seek-

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HE TERMED the government's action "outrageous" and said the government is "not dealing in good faith with the city or the policemen who are planning to take the exam."

The Justice Department suit charges that Chicago employs disproportionately too many blacks, Puerto Ricans, and women.

While the city employs some 13,500 policemen, only 16 per cent of these are black, even though 33 per cent of the city's population is black, the suit alleges.

Similarly, it alleges that only one per cent of Chicago police have Spanish surnames [Mexican or Puerto Rican] even though seven per cent of the city's inhabitants have such surnames.

AND ONLY .85 per cent of the police department's employees are women, the suit states.

The Justice Department filed a similar suit in Buffalo. The suits were the first filed to enforce the anti-employment discrimination section of the Civil Rights Act of 1964 against police departments, Atty. General Elliot L. Richardson said in Washington.

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CORPORATION Counsel Curry noted that "11 months ago, the LEAA issued a report charging unintentional discrimination by the Chicago police department," and specified that future examinations for job placement in the department must be "job related."

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He denied that Saturday's tests would discriminate against anyone. "They will not be the traditional vocabulary and English composition tests," he said.

Curry said the Justice Department lawsuit appears to be "a typical statistical

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Deputy Police Supt. Patrick V. Needham said the department would have no comment on the suit until they "see the complaint alleged in the suit."

He said he is confident that the hiring practices of the department are "objective and the department does not discriminate against minorities in any area or in any way."

He said that if the department's civilian employees are included, minorities account for better than 20 per cent of the department's make-up.

Mayor Daley will not comment on the suit, a spokesman said.

The suit asserts that until the early 1960s, blacks were assigned to only five of the 21 police districts in the city.

Last March 15, the Justice Department filed a similar suit against the Chicago Fire Department. That suit currently is pending before Federal Judge Thomas R. McMillen.

Continued from reverse

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In Washington, Pottinger said that all other police departments in other cities that have been "investigated" by the LEAA, in response to complaints, are now in the process of settling arguments, "but the Chicago Police Department is the only one which refuses to negotiate."

## Federal government *Sues police over bias*

By ROBERT MCCLORY

The U.S. government Tuesday hit the Chicago Police Department and the Civil Service Commission with a long awaited civil rights suit, charging racial and sex discrimination in hiring, promotions, and assignments of policemen.

Whether or not the suit will postpone a sergeant's exam scheduled this Saturday for some 7,500 policemen will be decided today by U.S. District Judge Philip W. Tone. City Corporation Counsel Richard Curry immediately labeled the suit "outrageous" because it was filed just four days before the first sergeant exam in the city in four years.

But Renault Robinson, director of the Afro-American Patrolmen's League, called it a "welcome victory" and "the beginning of the end for political control of the police department."

The suit, signed by Attorney General Elliot Richardson and local U.S. Atty. James Thompson, contends that the city of Chicago, despite warnings, has "persisted in pursuing policies that discriminate against blacks, Spanish surnamed individuals, and women," and seeks a federal injunction against the continuance of such practices.

Noting that only 16 per cent of Chicago's 13,500 police officers are black and 1 per cent Spanish speaking

out of a total population that is 33 per cent black and 7 per cent Spanish speaking, the suit accuses the police department of failure to recruit minorities.

It also claims the city uses qualification and promotion tests which have "a disproportionately adverse effect on blacks and browns" and which measure abilities that are "not job related." And it attacks the police department for maintaining a system of work assignments "wherein blacks are limited in types of assignments" they can get.

The federal government said the Law Enforcement Assistance Ad-

ministration, (LEAA) an arm of the Justice Department, had recommended voluntary corrective measures for these abuses, but the defendants had refused.

A hearing on the overall injunction has not yet been scheduled, but the question of discriminatory testing became an immediate bone of contention when Justice Department attorneys appeared before Judge Tone Tuesday afternoon and asked for a temporary restraining order on the Saturday test. Tone delayed ruling until today, but noted, "It doesn't make sense for the Justice Department to take months and months to prepare this suit and then turn around and dump it on this court and expect a decision in a couple of minutes."



# Judge allows police exams to be given

By Dolores McCahill

U.S. District Court Judge Philip W. Tone led Wednesday that the city can go ahead with a promotional examination for police sergeants on Saturday that the federal government had sought to postpone.

Tone denied federal requests for a temporary restraining order to halt the civil service examination or alternatively to impound the examination or alternatively to impound the federal court action.

Tone said he would not restrain the city's Civil Service Commission from conducting a test, grading it and advising those who take it of their test results.

He said he will require the commission to send each candidate a notice that the test results and their eligibility for promotion may or may not be affected by the outcome of the pending federal suit against the city.

Tone said he will restrain publication and posting of any new promotional lists for sergeant until a U.S. District Court judge rules Sept. 10 or later on the suit's request for injunctions against the defendant city agencies.

He added, "It should be no hardship to prevent posting" since the city's attorney had said it would take three weeks to post the list.

Sept. 10 is the day the court begins its new term. No judge has been assigned to the case. The court's executive committee may decide it is a matter related to three other suits pending before three different judges and order some consolidation of them. There are two suits charging the Chicago Police Department with discrimination against blacks and one suit alleging discrimination in the Chicago Fire Department.

The U.S. Justice Department had asked for postponement of the sergeants' test as part of a suit it filed on Tuesday charging that the police department discriminates in hiring and promotion against blacks, Latins and women.

The latest suit was criticized by Mayor Daley Wednesday as being politically inspired.

Asked at a City Hall press conference for comment on the suit, Daley responded, "I think it's a political suit."

"By whom?" he was asked.

"By the Justice Department," he said.

"By the Nixon administration?" a reporter asked.

"Yes," replied Daley.

In the hearing before Judge Tone, Justice Department attorney David Allen of Washington argued that the promotional examination of police sergeants scheduled on Saturday should be postponed.

"If a new list is posted, several hundred people will think they have a commitment to promotion," Allen said. "Less desirable acceptable would be to administer the examination and impound the results under federal court order, with the test papers under federal custody and supervision of the court order. There would be little difficulty with security of examination papers."

William R. Quinlan, assistant corporate counsel who represented the City of Chicago's Civil Service Commission and the police department in their response to the federal lawsuit, asserted that city officials face "astronomical security problems" with so many men wanting to become sergeants.

He said there are 7,500 applicants to promotional exam, and that test book school locations and exam monitors all are lined up for Saturday testing.

The last promotional exam for sergeants was in 1968. In it, 2,700 candidates had varying grades. From the resulting promotional list, somewhat more than 300 have become sergeants.

Quinlan said the city does not believe the 1968 test form discriminated against minority group candidates, but in reviewing it at request of federal officials the city found "did have some difficulties in security integrity of the examinations."

The city proposed to remedy that prior to Saturday's scheduled test, Quinlan by rapid grading of the test papers. He would probably take three weeks to post a graded list, and an injunction would prevent posting of the list.

## NOTE:

The Afro-American Patrolmen's League representatives were in attendance at the above Hearing on August 15, 1973. The League observed a few serious problems with this decision:

First of all, it is difficult to understand why the Police Department and the Civil Service Commission would insist on administering an exam that, at this point, is invalid. Their argument is that applicants would be disappointed if they at the last minute, were not allowed to take the test. Now, we all know, that a delayed valid test is preferable to a hurried invalid one.

Secondly, the distrust in the minds of the public as well as the police officers will escalate when the same program, (wait until we arrange the fix) is implemented.

And last, but certainly not least, the specific guidelines of testing required by federal law, has not been complied with.

None of the above addresses itself to the reason for this Hearing in the first place, and that reason was, THE PRIMA FACIE EVIDENCE OF DISCRIMINATION IN PROMOTIONAL PROCEDURES relative to minority members employed by the City of Chicago

We hope the U.S. Department of Justice will vigorously pursue their suit and at the same time we are reassured that the Chicago Police Department and the Civil Service Commission have maintained their position that, "NO OUTSIDERS are going to tell us what to do".

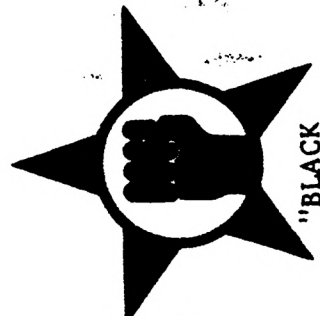
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MEMBERSHIP MEETING : 3/29/73

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## " THERE WAS A TIME "

Many of the old-timers can attest to the fact that the plight of the black police officer is changing. They would say that its changing in many ways for many reasons. There appears to be more Blacks popping up in some of those so-called specialized units (Hit-Run, Dispatchers, Youth Division, Traffic, Tactical Units, etc.), why they even have some lieutenants serving in the capacity of District Commander. Is this an indication that the attitude of the Department has changed toward Blacks? Have they finally decided that you too are deserving of these positions because after all you are just as qualified as anyone else and you even get killed in the line of duty like the rest of the men do?

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The Afro-American Patrolmen's League operates a Police Brutality Complaint Program and Legal Referral Service, since the inception of this program we have received a lot of calls from individuals who have been referred to us by different citizens and organizations. We hope that citizens and organizations will continue to refer people to us. The Afro-American Patrolmen's League, an organization of approximately 1500 Black Chicago Policemen who have united together to elevate the image of the Black policeman to a position of dignity and respect especially in Black communities; to seek the hiring and promotion of Black and other minority policemen to represent the needs of minority people in the Chicago Police Department; to elevate the quality of police performance; and to act as a check on unethical police practices. We also recommend changes in police practices that will not only improve police-community relations, but also maximize mutual understanding in official encounters between police and citizens. In addition we strive for improved relations between Black and white policemen. The League is able to give advice and/or assistance to people who have been victims of police killings, police brutality, police abuse, police harrassment, improper arrest or lack of proper police service.

Many Black people call the Afro-American Patrolmen's League office to report police brutality and other improper activity on the part of the police. Our interviewers have found that most people don't have all the necessary information the League needs to process your complaint. Most important of all we need names and addresses of all the witnesses you can find who will testify against the police officers. This is not always possible, however, ask people to please be a witness for you and call the Afro-American Patrolmen's League with all the facts that they witnessed.

How does one properly identify a police officer? If in uniform there are several ways to properly identify the officer:

- a. Badge number on front of cap. Look at the badge number on the police officer's hat. It is the same as that on his shirt or coat.
- b. Police badge, shaped like a five point star. Look at the

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AAPL  
VOL. 1 No. 1



## Rochford Appointment, A Slap In The Face

THE AFRO-American Patrolmen's League voices Black community demands for new Superintendent James Rochford as totally unacceptable to us as permanent Superintendent of the Chicago Police Department.

James Rochford has been at the seat of power through years of conscious, consistent racial discrimination in police employment. He has been at the seat of power while psychological screening was discarded, while secrecy and isolation from the public have been the basic police policy; while corruption and brutality have flourished and been tolerated. We do not need THAT kind of leadership!

James Rochford is a product of the Chicago Police system that feeds and functions on political clout, and he is the symbol of no change in that system. The Afro-American Patrolmen's League demands change in Police affairs, we want good efficient, unbiased, police protection.

FOR the Mayor to appoint James Rochford permanent Superintendent is indeed a slap in the face of every citizen who cares about quality law enforcement in the City of Chicago.

## Duty Line

ITS BEEN said there is a thin line between "love and hate", "life and death", "winning and losing", and "on and off duty". The latter of these subjects can be of paramount importance to the police officer in the daily execution of his duty.

The microscopic dimensions of this arbitrary line sets the quality and quantity of compensation that is awarded the widow and children of a police officer killed on or off duty.

THE CHICAGO Police Dept. and the Police Pension Board determines whether an officer is killed on or off duty. Its a fact that a policeman is expected to meet the challenge of crime with appropriate action when ever it occurs, so I guess that you can say a police officer is always on duty. It is not a fact that if a police officer is killed as a result of his action to a criminal offense that his death will be termed, "In the line of duty".

### DUTY LINE

If a Chicago Police Officer is killed in the line of duty his wife will receive \$6000 in insurance benefits and one year's salary plus 75 per cent pension a year until her husband would have been 63 years old after which she will receive pension benefits comensurate with length of service and how much her husband paid into the pension.

Each child under the age of 18 would also be given a monthly allotment.

IF THE DEPARTMENT and pension board determines that death wasn't duty related, the widow would still receive \$6000 and the children would still receive a monthly payment but there would be no years salary and the pension benefits would be figured on the basis of how much was paid in by the officer.

Recently the Police Pension Board voted to grant Mrs. Elizabeth Cullota, wife of slain Patrolman Louis Cullota, full payment of benefits. Patrolman Louis Cullota was killed while on furlough and working in a restaurant on the north side.

I commend the police board and Richard J. Jones, executive director, for reaching that decision. In addition I would like to see come forth from the Chicago Police Dept. and Police Pension Board some form of written guide lines stating what determines "In The Line of Duty". I think that such information would serve to greatly reduce tension and anxiety for the widow of a slain officer killed while engaged in a legal act.

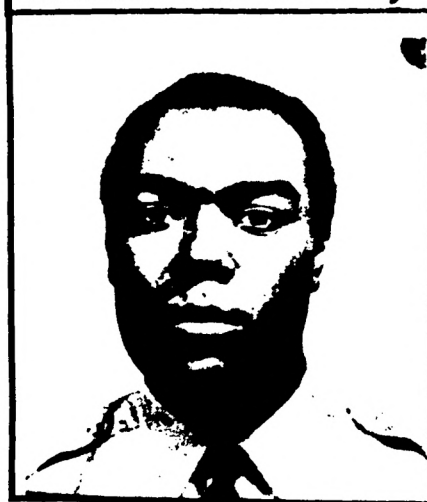
I THINK that such action on the part of the board would be both appropriate and necessary at this time. In the past we have witnessed decisions of the pension board to pay for instance when a police officer was killed in the crash of a helicopter.

This same board saw fit not to pay when a patrolman was killed during a robbery at a house party.

Now we are made aware that the pension board will pay to an officer killed while working off duty. This type action on the part of the board tends to lend confusion and inconsistency to a tragic event.

(Continued on pg. 3)

### Killed in Line of Duty



PATROLMAN JAMES W. CAMPBELL

We are deeply saddened at the tragic death of Patrolman James W. Campbell, Star 15250, of the 009 District.

Patrolman Campbell died on 9 February 1974 from wounds sustained on 1 February 1974.



Contributions may be sent to Alderwoman Anna R. Langford 1249 W. 63rd Street, 434-1200



# MESSAGE ..

## from the Board

**THE BEGINNING** of each new year is usually marked with resolutions. I believe, we as peace officers should also make resolutions that will help guide us in our private lives as well as our work through the coming year. We as peace officers should be aware that no one will ever get out of this world alive. We should resolve therefore in the year to come to maintain a sense of values. Take care of yourself, good health is everyone's major source of wealth. Without it, happiness is almost impossible. Resolve to be cheerful and helpful. People will repay you in kindness. Avoid angry, abrasive persons, they are generally vengeful. Avoid zealots, they are generally humorless. Resolve to listen more and talk less. No one ever learned anything by talking. Be charily of giving advice. Wisemen don't need it and fools won't heed it. Resolve to be tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and the wrong. Sometime in life you will have been all of these. Do not equate money with success. There are many successful money-makers who are miserable failures as human beings. What counts most about success is how a man achieves it. Resolve to love next year someone you didn't love this year. Love is the most enriching ingredient of life.

The above message is just a philosopher's viewpoint, but to put these resolutions into realization is not to ask yourself what can the Afro-American Patrolmen's League do to help you, but what you can do to help the Afro-American Patrolmen's League. It is my belief that every black peace officer should partake in an active part in the up coming programs and support of the Afro-American Patrolmen's League in every way that he or she can. Time has come to a point where public opinion demands better police service and protection, and an end to police corruption and brutality. We must speak out for police reform and create an atmosphere of togetherness with all people of goodwill.

**WE MUST SET** an example by our individual behavior while working as well as in our private lives. Every member should do what he or she can to shape the organization into what he or she feels that it should be and not just sit in the locker room or the local tavern complaining to each other what the Afro-American Patrolmen's League should be doing. The beginning of the year means that the membership dues are due, black peace officers should not wait for someone to come up and ask them for the dues but send a check or money order to 7126 South Jeffery now. If the saying "time brings about a change", is true, then the time is now. It is time for all black peace officers not only to be responsible, but also to be accountable.

Meanwhile back on the beat, I learned that if a police officer who is on medical wishes to go on light duty, he must submit a form to report to the medical section requesting a light duty assignment, 30 days before returning to duty. I was wondering if this is just another double standard system of the police department.

**THERE ARE** always policemen with information which is important to his fellow officer. These officers should feel free to write an article for the Grapevine or contact the League office so that this information can be passed on to his fellow officers. In the coming year all good information concerning the Police Department, and the community's coming events should be found in the Grapevine (with your help).

Al Rowe  
Board of Directors  
AAPL

## BLACK WATCH

By  
Renault A. Robinson  
Executive Director  
AAPL

**BLACK PEOPLE** are facing some critical decisions. It is time we face the hard fact that Mayor Daley has decided that he is not required to serve the Black voters. Look around you! Black people do not have their share of the 40,000 city jobs. Black schools are not even suitable places for children to be during your working hours. Our neighborhoods are not neighborhoods, they are disaster areas. Our young are unemployed and not motivated to attend school. Drugs are in common use among Blacks. Rape is on the increase, murder is on the increase, burglary is on the increase, police officers are going to jail.

Our problems are manifold! We must, however, understand why nothing is being done by our city government to aid the Black community in its fight for survival. We as Black voters have a right to expect help from our city government, however, in order to get it we must change our politics. Begging Mayor Daley has not worked. In twenty years Mayor Daley has helped the Irish, the big businessmen, the construction industry, the labor unions, a handful of niggers, preachers, businessmen, politicians and, of course, his sons, but not blacks! Everytime a bribe is paid to a Daley machine man it comes out of our pockets. Everytime a Daley machine man gets a job that's one less for you. Everytime Daley helps anybody its because he has to. Black voters are taken for granted, by Mayor Daley and the Democrats, because we have acted foolishly in the past. Black voters always vote for Daley and Daley gives us nothing in return. The Black community should be demanding its full due from the Daley machine or we should replace the Daley Machine.

(Continued on pg. 3)

## Daley to revamp police board

A REVAMPED police board with broader community representation was promised by Mayor Daley Monday, after an unannounced meeting with Rep. Ralph H. Metcalfe (Dem., Ill.), that would provide expansion of the five-member board to provide for greater participation by Blacks and Spanish-speaking groups, as well as a wider range of neighborhoods. However, aside from the general outline of the expanded board, Daley refused to commit himself when asked if a Black would be named. He hedged by saying "the community angle is important. We didn't discuss Black, white or brown."

1 9 7 4

DUES TIME

Paying Dues is part of the struggle, keeping yours current is your responsibility. Contact your district representative or stop by the AAPL office with your check or money order.

TODAY!

The GRAPEVINE

the official publication  
of the  
Afro-American Patrolman's  
League

7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.

\*\*\*\*\*

EDITOR....Robert P. Ervin  
EXEC. DIR..Renault Robinson  
PRESIDENT.. Howard Saffold

**GUEST**

**EDITORIAL  
EDITORIAL**

**EDITORIAL  
EDITORIAL**

**CITIZEN NEWSPAPER'S  
FEBRUARY 7, 1974**

(The following is a copy of a letter written by a concerned CITIZEN area resident to Mayor Richard J. Daley on Jan. 23, about the "roughshod treatment" accorded youth in the CITIZEN area by policemen. Copies of this letter were sent to deputy Supts. Mitchell Ware and Samuel Nolan, Congressman Ralph Metcalf and 21st ward Ald. Bennett Stewart).

**DEAR MAYOR:**

I am writing to state my views, as well as complain, against a procedure instituted and practiced by our police department. The procedure is one which allows police officers to ride roughshod through residential neighborhoods after dark and snatch any unsuspecting youngster they may see fit to and cart him off to police headquarters for the specific purpose of using him in the show-up line.

Such an incident took place in our neighborhood last weekend, following the sad tragedy of the little Martin girl's murder, when a policeman saw fit to so grab my 14-year-old son and, along with the four other neighborhood boys he had rounded up, take him off to headquarters and marched them into the show-up line.

Until this incident occurred, I was of the understanding that police officers didn't take people into custody unless the policeman felt they had committed or were involved in some type of misconduct or crime.

**SURELY** you can understand the distress my wife and I feel over this incident and our resentment and anger toward high police officials who instituted and ordered such a practice — without consideration or regard for the parents involved, children or other personal considerations.

I realize that, as an ordinary citizen, I do not know much about the inner workings of police operations, but it seems to me that, if given the assignment, capable police personnel could, without too much work, figure out a more "humane" procedure for carrying out their show-up function... especially where children are involved, and one that would not have a bad effect on police/community relations.

It would certainly be a traumatic experience even to me — a man, or for that matter any adult person — to be taken into custody, unexpectedly, without warning, to participate in a show-up line, picture taken, lights flashing, etc.

**HOW MUCH** more terrifying such an experience could be upon an impressionable teenager — an impression that could very well have damaging effects.

I write, therefore, as both father and citizen, and I feel that my complaint against this particular police practice is a just one and deserves the attention of your high office, if it is to be a continuing one in the community.

Also, I would like to say that my wife and I join you and the others in the city who sympathize with the families in this recent tragedy, and we are truly sorry that it was under these unfortunate circumstances this letter was written.

**KELLY TOLBERT, 331 W. 94th pl.**

**READ ON!**

**Knowledge  
is Power!**



**Duty**

**Line**

**IN THE** words of Richard J. Jones, executive director of the pension board, the decision on the part of the board to pay Mrs. Culotta does not imply that this is a precedent. Every case will have to be decided on its own merit. The timely process of reaching these conclusions have in the past fostered must distrust of the process and motivation for gaining such conclusions. It makes you wonder if the thin line between on duty and off duty is not only thin but also not too straight.

Frank K. Lee

**A A P L**

**Thanks to you**

**it's working**

**BLACK**

**WATCH**

We have asked absolutely nothing of Daley that he has granted. He has totally ignored all our requests, all of our demands, and all of our wishes. He treats Blacks as if they do not exist. Except for a hand picked few Blacks receive nothing from the city government, yet Daley could not remain Mayor without the Black votes.

We find our Mayor not even concerned when we ask that our police serve and protect us. Law and order is fine as long as it's used against Blacks. When Blacks demand Law and Order in their neighborhood and on the Police Department, the Mayor says no. Black people have only one choice to make and it has to be made now. We can only expect change to come when we change. Let's get rid of the reason why our community is a disaster. Let's get rid of Mayor Daley.

**Renault A. Robinson  
Executive Director**

**AAPL**

I AM . . .



## MY BROTHER'S KEEPER

A POLICE officer was wounded along with a woman when he tried to break up a fight between this victim and the woman with whom she was fighting. This kind of incident is typical and could ordinarily be one that would not receive any unusual attention. However, this particular incident had what appears to be a perspective that might suggest a change from the usual methods practiced by the police.

For instance, one would assume first off, that if a lead slinging woman shoots another woman and then shoots an officer, either the wounded officer and/or his partner would return the fire and of course be justified in doing so. But for some reason, this was not the case. Neither of these officers returned the fire.

The question arises, why not? The fact that all four persons involved were black may suggest that a pinch of compassion may have been present; thereby precluding the normal spontaneous reaction of "we have the grounds to use deadly force". I would not assume that these officers were influenced by the fact that the offender was a black woman. The thought of this kind of police action being motivated by compassion for a person, a black person, would certainly indicate a conscience effort on our part to project the new image that is talked about, but seldom practiced. That image that calls for a firm but just officer who maintains a noticeable degree of compassion for the lives we are sworn to protect. Only the men involved can say why they acted as they did, however, from where I sit, it appears as though a long overdue breath of fresh air is circulating among the black officers.

A BREATH of fresh air that allows us to look a little beyond ourselves and actually see the need to re-unite with our community. This breeze seems to be penetrating our age old posture of us (police) against them (community). More than ever before, the black community needs the strong shoulder of their brothers that are charged with serving and protecting them. I am certainly not suggesting that a person shooting an officer is an indication of that person's need for protection. I am suggesting however, that the vast majority of persons who would ordinarily expect the traditional reaction of the police to "shoot to kill" in this instance, might perceive the act of these officers as one that sets the pace towards regaining respect and confidence from our people. This fresh breeze seems as though it might very well compel us as members of the black community, to set the pace for our white counter-part, as to how we intend to treat our own and certainly how we expect our own to be treated by him.

It seems to suggest that only a fool would allow himself to be used to shoot it out with armed gunmen, rush into burning buildings and dive into deep waters attempting to save a life, and then be expected to stand by mutely while he himself is subjected to discriminatory practices relative to promotions, assignments and disciplinary actions, and while his people are constantly victims of police abuse, poor or no police service at all, and on many occasion both black citizens and black policemen are unjustly arrested, with no attempt on the part of the Chicago Police Department to put a stop to these acts of oppression.

THE MORE THIS breeze influences us, the more we can anticipate a reaction from these white officers who can't stand to see you assume the role of the man you are. Our actions will enhance this individual's sick urge to go out of his way to issue tickets and institute arrests against his fellow officers. The breeze will cause certain supervisors to give you poor ratings, so as to keep you in your place as far as promotions are concerned.

It will cause the nigger haters to wage his own private war against every black he thinks he can take advantage of. These kinds of reactions are to be anticipated, and should be considered an indicator of how well we are progressing toward solidifying our relationship with our community.

Taking a chance on being put on the man's s--- list because you stood up against an injustice is not an easy decision to make, and we should not expect it to be an automatic thing right away, however, as we continue to receive these unwarranted acts of aggression brought on for no reason other than our blackness, it will become more and more apparent to us as member of the community that whether we like it or not, we are all subject to go when the wagon comes.

WE ARE OUR BROTHERS KEEPER.  
SISTERS TOO!

• • • • •



• • • • •

### P.S. NOTE FROM THE NEW EDITOR

Put liberation on your calendar for February and struggle, struggle and continue to struggle until UNITY is achieved. PAMOJA TUTASHINDE (Together, We Will Win).



## N.B.P.A.

### BROTHERS

### HELPING BROTHERS

### TO BE

### BROTHERS

The National Black Police Association Board of Directors meeting will be held from February 21 thru 23, 1974. The meeting to be held in New Orleans, La. will climax into the Annual Mardi Gras festivities. The host organization is New Orleans' Black Organization of Police (BOP). Meeting Rooms and accommodations will be housed at Braniff Place Hotel, 1500 Canal St., New Orleans, La. (504) 523-4471 B.O.P.'s regional representative is Bro. Gustave Thomas. Gus has promised an amicable stay while we take care of plenty business.



**SUPPORT YOUR AFRO AMERICAN  
PATROLMAN'S LEAGUE**

**HELP US  
REDUCE  
ABUSE**

**TAG**

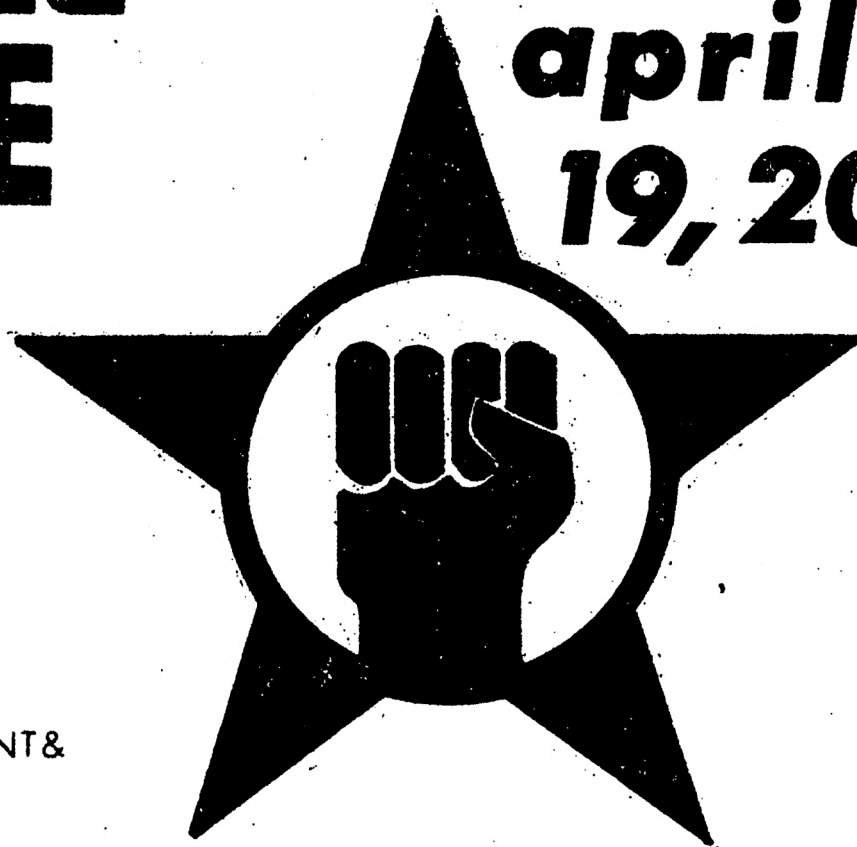
**DAY**

**april  
19, 20**

The Afro  
American  
Patrolman's  
League is your  
representative for  
police reform and  
your guardian against  
police abuse Call...

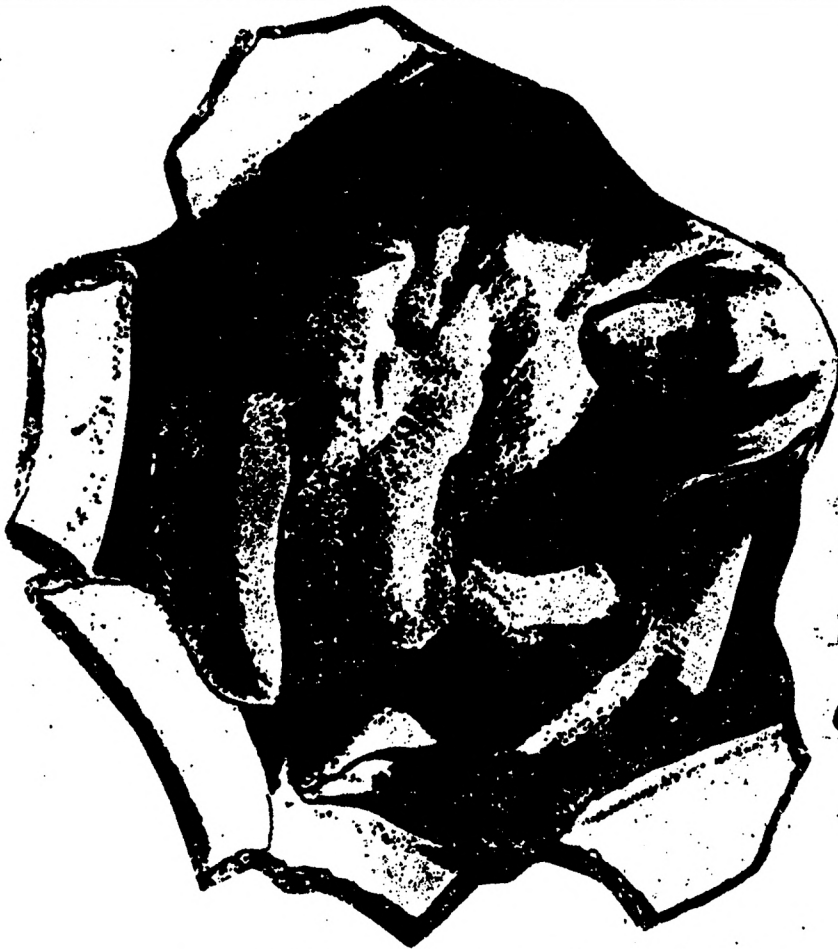
**667-7384** for our FREE  
POLICE BRUTALITY COMPLAINT &  
REFERRAL SERVICE:

**POLICE ABUSE  
BRUTALITY  
HARASSMENT  
LACK OF SERVICE  
LEGAL REFERRAL**



**YOU MUST BECOME INVOLVED IN THE WELFARE  
OF THE BLACK COMMUNITY.**

**BROTHERS HELPING BROTHERS TO BE BROTHERS**



# **YOU !**

**YOU MUST BECOME INVOLVED**

**IN THE WELFARE**

**OF THE BLACK COMMUNITY.**

## **I AM . . . MY BROTHER'S KEEPER**

IN THE BATTLE FOR HUMAN RIGHTS, IT'S OFTEN ASKED "HEY, WHAT TIME IS IT ANYWAY? WHAT'S IT ALL ABOUT? WHERE ARE WE COMING FROM?"

IT IS ACCOUNTABILITY TIME. IT IS TIME FOR BLACK COMMUNITIES AND ALL PEOPLE OF GOOD WILL TO HELP THE AFRO-AMERICAN PATROLMEN'S LEAGUE TO STOP POLICE ABUSE, MISCONDUCT, BRUTALITY AND HARASSMENT. IT IS TIME FOR US ALL TO STOP! ASK YOURSELF AN UNSELFISH QUESTION, NOT WHAT CAN AAPL DO TO HELP ME BUT WHAT CAN I DO TO HELP THE LEAGUE. THE FACT STILL REMAINS, WE ARE ALL IN THIS STRUGGLE TOGETHER (WHETHER WE ADMIT IT OR NOT).

ONE THING ANY CONCERNED PERSON CAN DO IS TO PARTICIPATE IN THE FIRST ANNUAL TAG DAY OF AAPL OF CHICAGO. TAG DAY WILL BE CONDUCTED CITY WIDE ON FRIDAY, APRIL 19 AND SATURDAY, APRIL 20. GIVE YOUR SUPPORT BY VOLUNTEERING A FEW HOURS OF YOUR TIME ON THOSE DATES OR: PERHAPS YOU DESIRE TO BE A GROUP LEADER AND ORGANIZE VOLUNTEERS. THERE WILL BE CASH AND PRIZES AWARDED TO DESERVING PERSONS PARTICIPATING IN THIS GRASS ROOTS EFFORT TO SUPPORT YOUR REPRESENTATIVE FOR POLICE REFORM AND YOUR GUARDIAN AGAINST POLICE ABUSE.

SHOW YOUR CONCERN, GET INVOLVED!

CONTACT THE AAPL OFFICE  
BY PHONE: 667-7384 OR STOP IN,  
7126 SO JEFFRY BLVD.  
AND DO IT **NOW!**

## **BE MY BROTHER**



## AFRO-AMERICAN PATROLMEN'S LEAGUE

7128 SOUTH JEFFERY • CHICAGO, ILLINOIS 60649 • 812 667-7384

"I AM MY BROTHER'S  
KEEPER  
BE MY BROTHER"

### WHAT IS THE AFRO-AMERICAN PATROLMEN'S LEAGUE??

Early in 1967, Renault Robinson, a young black Chicago Policeman, together with a group of other black policemen, formed a black policemen's association, which they called the AFRO-AMERICAN PATROLMEN'S LEAGUE.

The AFRO-AMERICAN PATROLMEN'S LEAGUE is not a union—not a money making organization—not an athletic or social club—not a fraternal outfit—not a pressure group—not fighting for promotions or pay raises. The League is a community organization of black policemen who want to play an important role in the maintenance of peace and order in the black community.

In July, 1968, when the formation of the AFRO-AMERICAN PATROLMEN'S LEAGUE was first made public, the following statement was released:

"..We are going to elevate the black policeman in the black community to the same image-status enjoyed by the white community; that is, a protector of the citizenry and not a brutal oppressor. We find it impossible to operate within the framework of existing Police Associations. For example, we disagree categorically with the position of the Fraternal Order of Police supporting 'stop and frisk,' and their position supporting the order to 'shoot to kill' or maim looters during civil disorders.

We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the communities in which we serve. We are husbands, fathers, brothers, neighbors and members of the black community. Donning the blue uniform has not changed this. On the contrary, it has sharpened our preception of our responsibilities as black males in a society seemingly unresponsive to the needs of black people. We see our role as the role of a protector of this community, and that is the role we intend to fulfill."

In its efforts to win support from both black and white community organizations the League has pointed out that with black policemen, and black people working to solve the problems in their community, they would also be helping whites and other ethnic groups. Through the active problem-solving programs of the League, and other community organizations, black people would be working to solve the problems of their own communities. Hostile attitudes towards all policemen would be eradicated, if these efforts are successful. And white policemen would no longer have to fear working in the black community.





## AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY • CHICAGO, ILLINOIS 60649 • 312 667-7334

"I AM MY BROTHER'S  
KEEPER  
BE MY BROTHER"

### WHAT ARE THE GOALS OF THE AFRO-AMERICAN PATROLMEN'S LEAGUE???

The goals of the League are: to work for high standards of police performance in black communities; to elevate the image of the black policeman to a position of dignity and respect, especially in the black communities; to work for total police reform; and to strive for improved relations between black and white policemen.

The AFRO-AMERICAN PATROLMEN'S LEAGUE is not a union or an athletic or social club. The League is a community organization of black policemen who want to play an important role in the maintenance of peace and order in the black community.

Members of the League are actively involved in community youth programs, family life programs, and church and social activities. They make themselves available to many individuals and community organizations, giving them advice on their legal rights, and in participation in solving community problems.

The League has attempted to fulfill its pledge to Chicago in a variety of practical ways:

- 1) It has conducted seminars for black policemen on the problems of law enforcement in the black community.
- 2) It has conducted seminars for black policemen on the problems of white policemen working in the black community.
- 3) It has filed a lawsuit in the Federal Court to insure that policemen who try to serve our community will not be intimidated.
- 4) It has maintained anti police brutality program and lawyer referral service for victims of wrongful police actions.
- 5) It has maintained a speakers bureau to inform the citizens of Chicago on Police matters.
- 6) It has conducted classes for black youth interested in taking the police entrance examination.
- 7) It has negotiated with the Law Enforcement Assistance Administration and has been successful in securing an investigation by this Federal Agency producing evidence of discrimination in the Chicago Police Department.
- 8) It has secured corrective measures in the administration of the sergeants examination.
- 9) It has assisted community organizations in relation to their participation in police matters during the Model Cities Program.
- 10) It has been a potent force in organizing and servicing the National Black Policemen's Association.



# AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY • CHICAGO, ILLINOIS 60649 • 312 667-7384

"I AM MY BROTHER'S  
KEEPER  
BE MY BROTHER"

## AFRO-AMERICAN PATROLMEN'S LEAGUE FIRST ANNUAL TAG DAY(S) APRIL 19 - 20, 1974

Would you like to win a trip to LAS VEGAS or to NEW YORK or to the PLAYBOY CLUB in Lake Geneva and help the League also? The Afro-American Patrolmen's League is conducting its first annual tag day(s) April 19-20, 1974, from 7:30 AM to 7:30 PM. Let your involvement pay off for both of us. All are eligible for these fabulous trips, except members and paid staff of AAPL and their immediate families. Here's how you can do it.

In order qualify you must bring in 50 taggers or more who will tag for three hours on that day. The individuals who recruit the most taggers are the winners of:  
1st Prize - Weekend trip for 2 to LAS VEGAS (or the equivalent in cash) 2 nights one dinner and show.

2nd Prize - Weekend trip for 2 to NEW YORK (or the equivalent in cash) 2 nights one dinner and show.

3rd Prize - Weekend trip for 2 to PLAYBOY CLUB in Lake Geneva (or the equivalent in cash) 2 nights - one dinner and show.

There will also be 1st, 2nd and 3rd cash prizes for those taggers who collect the greatest amount of money.

1st Prize \$100.00  
2nd Prize \$ 50.00  
3rd Prize \$ 25.00

### RULES AND REGULATIONS

1. Everyone is eligible - except paid staff of AAPL, members and their immediate families.
2. Bring in 50 taggers or more who will tag for three hours that day.
3. Sign up before our cut off date, TUESDAY, APRIL 16, 1974.
4. When signing up - state for what person, club or organization you're tagging for.
5. If you can walk - you can tag. No age limit!

NOTE: In case of a tie - the individual who registers all of his names first will win. Fill in entry blank below, or come in to sign up. For additional information call 667-7384.

#### ENTRY BLANK

AAPL First Annual Tag Day(s)  
April 19 - 20, 1974

I will recruit taggers

I will tag between the hours of \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Name of organization (If any) \_\_\_\_\_

Mail to the above address.

# **SUPPORT YOUR AFRO AMERICAN PATROLMAN'S LEAGUE**



**PRESIDENT: HOWARD SAFFOLD**  
**EXECUTIVE DIRECTOR: RENAULT ROBINSON**

**HOLY ANGELS RECTORY**  
**607 EAST OAKWOOD BLVD.**  
**CHICAGO, ILLINOIS**

... **SPECIAL GUEST ENTERTAINMENT** ...

**RSVP: 667-7384**  
**BETWEEN 11:30 AM & 7:30 PM**





## AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY • CHICAGO, ILLINOIS 60649 • 312 667-7384

"I AM MY BROTHER'S  
KEEPER  
BE MY BROTHER"

March 13, 1974

Dear Member,

As you know - to be an organization concerned and involved in the changing of an institution such as the Chicago Police Department, automatically disqualifies us from receiving the various financial grants and contributions that are available to most other organizations in this city. To be denied use of these funds has always been an indication to us that we are being very effective because the toes we stand on are usually the deciding factor of who gets what in this town. Nevertheless, the operating expenses continue, and the need for our existence is forever present.

### WE URGENTLY NEED YOUR HELP!!!!

We are asking all of our members and supporters to give a few hours of their time in a fund raising drive to be conducted during the month of April. This drive will consist of a tag day collection effort similar to that of the American Legion, Veterans of Foreign Wars, etc. Our volunteers will be transported to and from various locations throughout the city at key hours during the day.

This drive has another component that might interest you. There will be announced (cash) prizes given to deserving persons participating in this grass-root effort to support your organization.

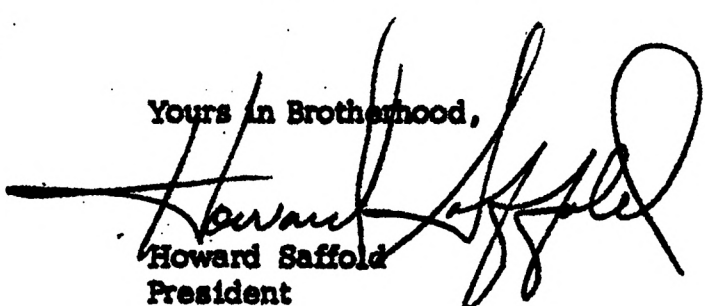
Most importantly, please don't assume that if you do not help, someone else will. We need all the help we can get. You, your family, relatives and friends should contact the Afro-American Patrolmen's League office as soon as possible. The telephone number is 667-7384. Notify us of your availability.

Requirements: At least three (3) hours of your time on 19 and/or 20 April, 1974 between the hours of 8:00 A.M. and 8:00 P.M. (if volunteer is under 18 he or she will be automatically placed with adult volunteers).

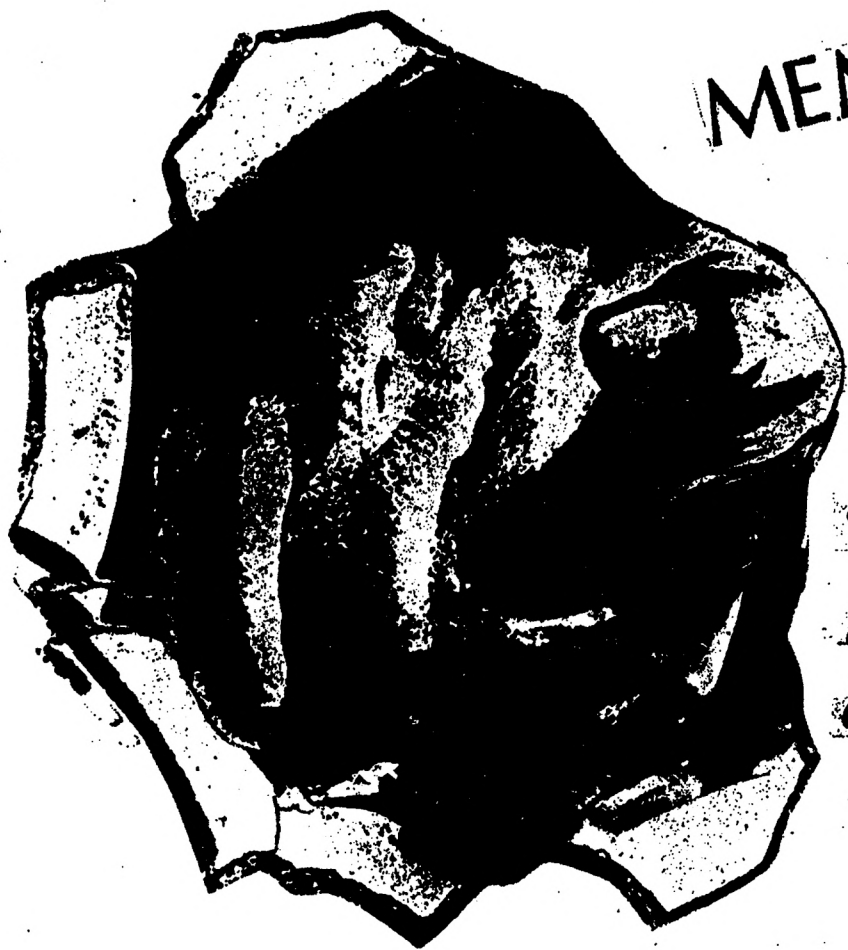
Register your name with us now, help us to continue to fight Racial Discrimination and Brutality with the Chicago Police Department.

We remain sincerely,

Yours in Brotherhood,

  
Howard Saffold  
President

P.S. 1974 Dues are outstanding for several of the members. Please mail or bring yours to the League office today. Membership cards are enclosed (inside the brutality booklet). If one reaches you in error please contact our office immediately so as to enable us to correct any mistakes in our mailing.



MEMBERSHIP

**you !**

YOU MUST BECOME INVOLVED

IN THE WELFARE

OF THE BLACK COMMUNITY.

MEMBERSHIP

COME TO THIS MONTH'S MEETING AND EXPRESS  
YOUR VIEWS

**april 9 '74**

**7 pm**

**This is the place to be**

**GET'N IT TOGETHER**

**Holy Angels**

**Rectory**

**607 EAST OAKWOOD Blvd.**



**AFRO AMERICAN PATROLMEN'S LEAGUE**

**BROTHERS HELPING BROTHERS TO BE BROTHERS**



## AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY • CHICAGO, ILLINOIS 60649 • 312 667-7384

"I AM MY BROTHER'S  
KEEPER  
BE MY BROTHER"

March 13, 1974

Dear Member,

As you know - to be an organization concerned and involved in the changing of an institution such as the Chicago Police Department, automatically disqualifies us from receiving the various financial grants and contributions that are available to most other organizations in this city. To be denied use of these funds has always been an indication to us that we are being very effective because the toes we stand on are usually the deciding factor of who gets what in this town. Nevertheless, the operating expenses continue, and the need for our existence is forever present.

### WE URGENTLY NEED YOUR HELP!!!!

We are asking all of our members and supporters to give a few hours of their time in a fund raising drive to be conducted during the month of April. This drive will consist of a tag day collection effort similar to that of the American Legion, Veterans of Foreign Wars, etc. Our volunteers will be transported to and from various locations throughout the city at key hours during the day.

This drive has another component that might interest you. There will be announced (cash) prizes given to deserving persons participating in this grass-root effort to support your organization.

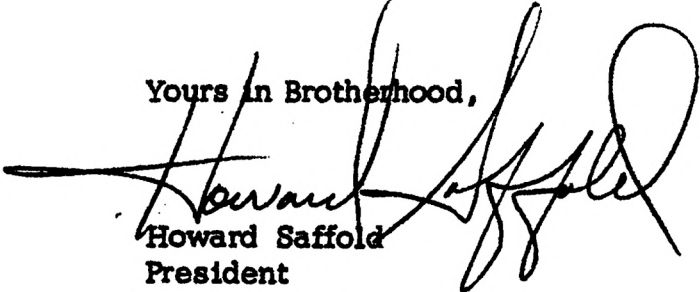
Most importantly, please don't assume that if you do not help, someone else will. We need all the help we can get. You, your family, relatives and friends should contact the Afro-American Patrolmen's League office as soon as possible. The telephone number is 667-7384. Notify us of your availability.

Requirements: At least three (3) hours of your time on 19 and/or 20 April, 1974 between the hours of 8:00 A.M. and 8:00 P.M. (if volunteer is under 18 he or she will be automatically placed with adult volunteers).

Register your name with us now, help us to continue to fight Racial Discrimination and Brutality with the Chicago Police Department.

We remain sincerely,

Yours in Brotherhood,

  
Howard Saffold  
President

P.S. 1974 Dues are outstanding for several of the members. Please mail or bring yours to the League office today. Membership cards are enclosed (inside the brutality booklet). If one reaches you in error please contact our office immediately so as to enable us to correct any mistakes in our mailing.



Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384

February 1974

AAPL  
VOL. I - No. 1.



## Rochford Appointment, A Slap In The Face

THE AFRO-American Patrolmen's League voices Black community demands for new Superintendent James Rochford as totally unacceptable to us as permanent Superintendent of the Chicago Police Department.

James Rochford has been at the seat of power through years, of conscious, consistent racial discrimination in police employment. He has been at the seat of power while psychological screening was discarded, while secrecy and isolation from the public have been the basic police policy; while corruption and brutality have flourished and been tolerated. We do not need THAT kind of leadership!

James Rochford is a product of the Chicago Police system that feeds and functions on political clout, and he is the symbol of no change in that system. The Afro-American Patrolmen's League demands change in Police affairs, we want good efficient, unbiased, police protection.

FOR the Mayor to appoint James Rochford permanent Superintendent is indeed a slap in the face of every citizen who cares about quality law enforcement in the City of Chicago.

## Duty Line

ITS BEEN said there is a thin line between "love and hate", "life and death", "winning and losing", and "on and off duty". The latter of these subjects can be of paramount importance to the police officer in the daily execution of his duty.

The microscopic dimensions of this arbitrary line sets the quality and quantity of compensation that is awarded the widow and children of a police officer killed on or off duty.

THE CHICAGO Police Dept. and the Police Pension Board determines whether an officer is killed on or off duty. Its a fact that a policeman is expected to meet the challenge of crime with appropriate action when ever it occurs, so I guess that you can say a police officer is always on duty. It is not a fact that if a police officer is killed as a result of his action to a criminal offense that his death will be termed, "In the line of duty".

### DUTY LINE

If a Chicago Police Officer is killed in the line of duty his wife will receive \$6000 in insurance benefits and one year's salary plus 75 per cent pension a year until her husband would have been 63 years old after which she will receive pension benefits comensurate with length of service and how much her husband paid into the pension.

Each child under the age of 18 would also be given a monthly allotment.

IF THE DEPARTMENT and pension board determines that death wasn't duty related, the widow would still receive \$6000 and the children would still receive a monthly payment but there would be no years salary and the pension benefits would be figured on the basis of how much was paid in by the officer.

Recently the Police Pension Board voted to grant Mrs. Elizabeth Cullota, wife of slain Patrolman Louis Cullota, full payment of benefits. Patrolman Louis Cullota was killed while on furlough and working in a restaurant on the north side.

I commend the police board and Richard J. Jones, executive director, for reaching that decision. In addition I would like to see come forth from the Chicago Police Dept. and Police Pension Board some form of written guide lines stating what determines "In The Line of Duty". I think that such information would serve to greatly reduce tension and anxiety for the widow of a slain officer killed while engaged in a legal act.

I THINK that such action on the part of the board would be both appropriate and necessary at this time. In the past we have witnessed decisions of the pension board to pay for instance when a police officer was killed in the crash of a helicopter.

This same board saw fit not to pay when a patrolman was killed during a robbery at a house party.

Now we are made aware that the pension board will pay to an officer killed while working off duty. This type action on the part of the board tends to lend confusion and inconsistency to a tragic event.

(Continued on pg. 3)

### Killed in Line of Duty



PATROLMAN JAMES W. CAMPBELL

*We are deeply saddened at the tragic death of Patrolman James W. Campbell, Star 15250, of the 009 District.*

*Patrolman Campbell died on 9 February 1974 from wounds sustained on 1 February 1974.*



Contributions may be sent to  
Aldermoman Anna R. Langford  
1249 W. 63rd Street, 434-1200

# MESSAGE ..

## from the Board

**THE BEGINNING** of each new year is usually marked with resolutions. I believe, we as peace officers should also make resolutions that will help guide us in our private lives as well as our work through the coming year. We as peace officers should be aware that no one will ever get out of this world alive. We should resolve therefore in the year to come to maintain a sense of values. Take care of yourself, good health is everyone's major source of wealth. Without it, happiness is almost impossible. Resolve to be cheerful and helpful. People will repay you in kindness. Avoid angry, abrasive persons, they are generally vengeful. Avoid zealots, they are generally humorless. Resolve to listen more and talk less. No one ever learned anything by talking. Be charily of giving advice. Wisemen don't need it and fools won't heed it. Resolve to be tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and the wrong. Sometime in life you will have been all of these. Do not equate money with success. There are many successful money-makers who are miserable failures as human beings. What counts most about success is how a man achieves it. Resolve to love next year someone you didn't love this year. Love is the most enriching ingredient of life.

The above message is just a philosopher's viewpoint, but to put these resolutions into realization is not to ask yourself what can the Afro-American Patrolmen's League do to help you, but what you can do to help the Afro-American Patrolmen's League. It is my belief that every black peace officer should partake in an active part in the up coming programs and support of the Afro-American Patrolmen's League in every way that he or she can. Time has come to a point where public opinion demands better police service and protection, and an end to police corruption and brutality. We must speak out for police reform and create an atmosphere of togetherness with all people of goodwill.

**WE MUST SET** an example by our individual behavior while working as well as in our private lives. Every member should do what he or she can to shape the organization into what he or she feels that it should be and not just sit in the locker room or the local tavern complaining to each other what the Afro-American Patrolmen's League should be doing. The beginning of the year means that the membership dues are due, black peace officers should not wait for someone to come up and ask them for the dues but send a check or money order to 7126 South Jeffery now. If the saying "time brings about a change", is true, then the time is now. It is time for all black peace officers not only to be responsible, but also to be accountable.

Meanwhile back on the beat, I learned that if a police officer who is on medical wishes to go on light duty, he must submit a form to report to the medical section requesting a light duty assignment, 30 days before returning to duty. I was wondering if this is just another double standard system of the police department.

**THERE ARE** always policemen with information which is important to his fellow officer. These officers should feel free to write an article for the Grapevine or contact the League office so that this information can be passed on to his fellow officers. In the coming year all good information concerning the Police Department, and the community's coming events should be found in the Grapevine (with your help).

Al Rowe  
Board of Directors  
AAPL

## BLACK WATCH

By  
Renault A. Robinson  
Executive Director  
AAPL

**BLACK PEOPLE** are facing some critical decisions. It is time we face the hard fact that Mayor Daley has decided that he is not required to serve the Black voters. Look around you! Black people do not have their share of the 40,000 city jobs. Black schools are not even suitable places for children to be during your working hours. Our neighborhoods are not neighborhoods, they are disaster areas. Our young are unemployed and not motivated to attend school. Drugs are in common use among Blacks. Rape is on the increase, murder is on the increase, burglary is on the increase, police officers are going to jail.

Our problems are manifold! We must, however, understand why nothing is being done by our city government to aid the Black community in its fight for survival. We as Black voters have a right to expect help from our city government, however, in order to get it we must change our politics. Begging Mayor Daley has not worked. In twenty years Mayor Daley has helped the Irish, the big businessmen, the construction industry, the labor unions, a handful of niggers, preachers, businessmen, politicians and, of course, his sons, but not blacks! Everytime a bribe is paid to a Daley machine man it comes out of our pockets. Everytime a Daley machine man gets a job that's one less for you. Everytime Daley helps anybody its because he has to. Black voters are taken for granted, by Mayor Daley and the Democrats, because we have acted foolishly in the past. Black voters always vote for Daley and Daley gives us nothing in return. The Black community should be demanding its full due from the Daley machine or we should replace the Daley Machine.

(Continued on pg. 3)

## Daley to revamp police board

A REVAMPED police board with broader community representation was promised by Mayor Daley Monday, after an unannounced meeting with Rep. Ralph H. Metcalfe (Dem., Ill.), that would provide expansion of the five-member board to provide for greater participation by Blacks and Spanish-speaking groups, as well as a wider range of neighborhoods. However, aside from the general outline of the expanded board, Daley refused to commit himself when asked if a Black would be named. He hedged by saying "the community angle is important. We didn't discuss Black, white or brown."

1 9 7 4

D U E S T I M E

Paying Dues is part of the struggle, keeping yours current is your responsibility. Contact your district representative or stop by the AAPL office with your check or money order.

TODAY!

The GRAPEVINE

the official publication  
of the  
Afro-American Patrolman's  
League

7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.

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EDITOR....Robert P. Ervin  
EXEC. DIR..Renault Robinson  
PRESIDENT.. Howard Saffold

**GUEST**

**EDITORIAL  
EDITORIAL**

**EDITORIAL  
EDITORIAL**

**CITIZEN NEWSPAPERS  
FEBRUARY 7, 1974**

(The following is a copy of a letter written by a concerned CITIZEN area resident to Mayor Richard J. Daley on Jan. 23, about the "roughshod treatment" accorded youth in the CITIZEN area by policemen. Copies of this letter were sent to deputy Supts. Mitchell Ware and Samuel Nolan, Congressman Ralph Metcalf and 21st ward Ald. Bennett Stewart).

**DEAR MAYOR:**

I am writing to state my views, as well as complain, against a procedure instituted and practiced by our police department. The procedure is one which allows police officers to ride roughshod through residential neighborhoods after dark and snatch any unsuspecting youngster they may see fit to and cart him off to police headquarters for the specific purpose of using him in the show-up line.

Such an incident took place in our neighborhood last weekend, following the sad tragedy of the little Martin girl's murder, when a policeman saw fit to so grab my 14-year-old son and, along with the four other neighborhood boys he had rounded up, take him off to headquarters and marched them into the show-up line.

Until this incident occurred, I was of the understanding that police officers didn't take people into custody unless the policeman felt they had committed or were involved in some type of misconduct or crime.

SURELY you can understand the distress my wife and I feel over this incident and our resentment and anger toward high police officials who instituted and ordered such a practice - without consideration or regard for the parents involved, children or other personal considerations.

I realize that, as an ordinary citizen, I do not know much about the inner workings of police operations, but it seems to me that, if given the assignment, capable police personnel could, without too much work, figure out a more "humane" procedure for carrying out their show-up function... especially where children are involved, and one that would not have a bad effect on police/community relations.

It would certainly be a traumatic experience even to me - a man, or for that matter any adult person - to be taken into custody, unexpectedly, without warning, to participate in a show-up line, picture taken, lights flashing, etc.

HOW MUCH more terrifying such an experience could be upon an impressionable teenager - an impression that could very well have damaging effects.

I write, therefore, as both father and citizen, and I feel that my complaint against this particular police practice is a just one and deserves the attention of your high office, if it is to be a continuing one in the community.

Also, I would like to say that my wife and I join you and the others in the city who sympathize with the families in this recent tragedy, and we are truly sorry that it was under these unfortunate circumstances this letter was written.

KELLY TOLBERT, 331 W. 94th pl.

**READ ON!**

**Knowledge  
is Power!**



**Duty**

**Line**

IN THE words of Richard J. Jones, executive director of the pension board, the decision on the part of the board to pay Mrs. Cullota does not imply that this is a precedent. Every case will have to be decided on its own merit. The timely process of reaching these conclusions have in the past fostered must distrust of the process and motivation for gaining such conclusions. It makes you wonder if the thin line between on duty and off duty is not only thin but also not too straight.

Frank K. Lee

**A A P L**

**Thanks to you**

**it's working**

**BLACK**

**WATCH**

We have asked absolutely nothing of Daley that he has granted. He has totally ignored all our requests, all of our demands, and all of our wishes. He treats Blacks as if they do not exist. Except for a hand picked few Blacks receive nothing from the city government, yet Daley could not remain Mayor without the Black votes.

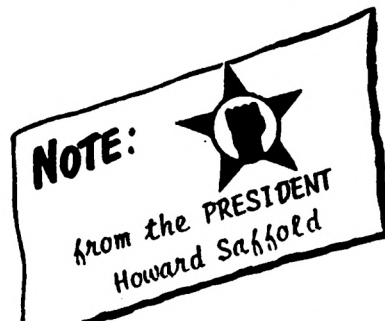
We find our Mayor not even concerned when we ask that our police serve and protect us. Law and order is fine as long as it's used against Blacks. When Blacks demand Law and Order in their neighborhood and on the Police Department, the Mayor says no. Black people have only one choice to make and it has to be made now. We can only expect change to come when we change. Let's get rid of the reason why our community is a disaster. Let's get rid of Mayor Daley.

Renault A. Robinson  
Executive Director

**AAPL**



I AM . . .



## MY BROTHER'S KEEPER

A POLICE officer was wounded along with a woman when he tried to break up a fight between this victim and the woman with whom she was fighting. This kind of incident is typical and could ordinarily be one that would not receive any unusual attention. However, this particular incident had what appears to be a perspective that might suggest a change from the usual methods practiced by the police.

For instance, one would assume first off, that if a lead slinging woman shoots another woman and then shoots an officer, either the wounded officer and/or his partner would return the fire and of course be justified in doing so. But for some reason, this was not the case. Neither of these officers returned the fire.

The question arises, why not? The fact that all four persons involved were black may suggest that a pinch of compassion may have been present; thereby precluding the normal spontaneous reaction of "we have the grounds to use deadly force". I would not assume that these officers were influenced by the fact that the offender was a black woman. The thought of this kind of police action being motivated by compassion for a person, a black person, would certainly indicate a conscience effort on our part to project the new image that is talked about, but seldom practiced. That image that calls for a firm but just officer who maintains a noticeable degree of compassion for the lives we are sworn to protect. Only the men involved can say why they acted as they did, however, from where I sit, it appears as though a long overdue breath of fresh air is circulating among the black officers.

A BREATH of fresh air that allows us to look a little beyond ourselves and actually see the need to re-unite with our community. This breeze seems to be penetrating our age old posture of us (police) against them (community). More than ever before, the black community needs the strong shoulder of their brothers that are charged with serving and protecting them. I am certainly not suggesting that a person shooting an officer is an indication of that person's need for protection. I am suggesting however, that the vast majority of persons who would ordinarily expect the traditional reaction of the police to "shoot to kill" in this instance, might perceive the act of these officers as one that sets the pace towards regaining respect and confidence from our people. This fresh breeze seems as though it might very well compel us as members of the black community, to set the pace for our white counter-part, as to how we intend to treat our own and certainly how we expect our own to be treated by him.

It seems to suggest that only a fool would allow himself to be used to shoot it out with armed gunmen, rush into burning buildings and dive into deep waters attempting to save a life, and then be expected to stand by mutely while he himself is subjected to discriminatory practices relative to promotions, assignments and disciplinary actions, and while his people are constantly victims of police abuse, poor or no police service at all, and on many occasion both black citizens and black policemen are unjustly arrested, with no attempt on the part of the Chicago Police Department to put a stop to these acts of oppression.

THE MORE THIS breeze influences us, the more we can anticipate a reaction from those white officers who can't stand to see you assume the role of the man you are. Our actions will enhance this individual's sick urge to go out of his way to issue tickets and institute arrests against his fellow officers. The breeze will cause certain supervisors to give you poor ratings, so as to keep you in your place as far as promotions are concerned.

It will cause the nigger haters to wage his own private war against every black he thinks he can take advantage of. These kinds of reactions are to be anticipated, and should be considered an indicator of how well we are progressing toward solidifying our relationship with our community.

Taking a chance on being put on the man's s--- list because you stood up against an injustice is not an easy decision to make, and we should not expect it to be an automatic thing right away, however, as we continue to receive these unwarranted acts of aggression brought on for no reason other than our blackness, it will become more and more apparent to us as member of the community that whether we like it or not, we are all subject to go when the wagon comes.

WE ARE OUR BROTHERS KEEPER,  
SISTERS TOO!

• • • • •



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### P.S. NOTE FROM THE NEW EDITOR

Put liberation on your calendar for February and struggle, struggle and continue to struggle until UNITY is achieved. PAMOJA TUTASHINDE (Together, We Will Win).



## N.B.P.A.

### BROTHERS

### HELPING BROTHERS

### TO BE

### BROTHERS

The National Black Police Association Board of Directors meeting will be held from February 21 thru 23, 1974. The meeting to be held in New Orleans, La. will climax into the Annual Mardi Gras festivities. The host organization is New Orleans' Black Organization of Police (BOP). Meeting Rooms and accommodations will be housed at Braniff Place Hotel, 1500 Canal St., New Orleans, La. (504) 523-4471 B.O.P.'s regional representative is Bro. Gustave Thomas. Gus has promised an amicable stay while we take care of plenty business.



Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384

August, 1974

HOWARD SAFFOLD  
PRESIDENT

**SPECIAL ISSUE**

RENAULT A. ROBINSON  
EXECUTIVE DIRECTOR



THE LAW SUIT IN REVIEW

**AFRO-AMERICAN  
PATROLMEN'S LEAGUE  
VS  
THE CITY OF CHICAGO  
AND  
THE CHICAGO POLICE DEPARTMENT**

The Afro-American Patrolmen's League filed suit against the Chicago Police Department in September, 1970 charging racial discrimination in hiring, promotions, and discipline of Black and other minorities within the Chicago Police Department. The Afro-American Patrolmen's League also charged that its officers and members were being harassed and punished because of their membership in the Afro-American Patrolmen's League. Part one of the lawsuit is now being heard before Federal Judge Prentice Marshall in Federal Court. We expect a ruling on September, 16, 1974. This booklet was prepared in order to give you a clear understanding of the issue that will be decided on that date. The outcome of this case will have National significant because it will affect hiring and promoting of minority police officers throughout the United States.

## THE LEGAL END

THE DEFENDANT CITY OF CHICAGO is a municipal corporation incorporated pursuant to the laws of the State of Illinois and is a political subdivision of that State and is an employer within the meaning of the Civil Rights Act of 1964.

The Chicago Police Department is maintained for the purpose of enforcing, within its corporate limits, its ordinances and the laws of the State of Illinois.

THE DEFENDANT, JAMES M. ROCHFORD, is the Superintendent of the Chicago Police Department having succeeded former Superintendent James B. Conlisk, Jr. in office, and in that capacity he is responsible for the supervision, administration and operation of the Department.

THE CHICAGO CIVIL SERVICE COMMISSION an agency of the City of Chicago, has the responsibility for designing and administering the entrance examinations and the promotional examinations up to and including the rank of captain which are used by the Department. This responsibility includes the development of actual tests, the administration and scoring of those tests, and the preparation of eligibility lists based on those tests.

WILLIAM E. CAHILL, REGINALD Dubois, and QUENTIN J. GOODWIN are members of the Commission and as such are responsible for the administration and operation of the Commission, including examination of all persons seeking entrance into or promotion within the Chicago Police Department.

THE CITY OF CHICAGO RECEIVES FINANCIAL ASSISTANCE IN THE OPERATION OF ITS POLICE DEPARTMENT FROM THE UNITED STATE GOVERNMENT, THROUGH THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION OF THE DEPARTMENT OF JUSTICE. BECAUSE IT RECEIVES SUCH FINANCIAL ASSISTANCE, THE CITY OF CHICAGO, IN THE OPERATION OF ITS POLICE DEPARTMENT, IS SUBJECT TO THE REGULATIONS AND GUIDELINES OF THE DEPARTMENT OF JUSTICE WHICH PROVIDE FOR EQUAL EMPLOYMENT OPPORTUNITY IN FEDERALLY ASSISTED PROGRAMS.

Dr. Charles A. Pounian is Personnel Director and Secretary of the Commission and is the chief administrative officer of the Commission. He has ultimate responsibility for the major functional divisions of the Commission.

## HIRING AND ASSIGNMENT OF WOMEN

In August, 1972, there were approximately 115 women employed in sworn positions by the Department, (or 0.85 per cent) out of 13,500 sworn personnel. By the time of trial, the number rose to approximately 160 (or 1 percent).

Prior to the filing of this suit, the hiring, assignment, and promotion of women was on a totally segregated basis. Women have not been permitted to compete with men on entrance examinations. Women were separately examined for relatively few positions as "policewoman" and "policematrons," and were given limited responsibility, primarily for processing, searching and custody of women prisoners as well as youth work. They simply were not used for patrol work.

At the time this lawsuit was filed there was one Sergeant of Policewomen and one Lieutenant of Policewomen. Women were allowed to compete with men on a promotional examination for the first time on August 18, 1973.

## HIRING OF PATROLMEN

The population of the City of Chicago, where all police officers must live, is approximately 60 percent white, 33 percent Black and 7 percent Spanish-surnamed American (hereafter referred to as ("SSA")) according to Bureau of Census figures for Illinois.

The Department's sworn personnel are approximately 83 percent white, 16 percent black, and 1 percent SSA. The percentage of black and SSA members of the Department's sworn personnel has declined from a high of 22-26 percent in the mid-1960's to its current level of less than 17 percent, during a time when the percentage of these minority groups in Chicago's population has increased. The 1971 Written Examination

The Commission constructed patrolman's examination No. 7791 and administered it on December 4, 1971 for the purpose of selecting patrolmen for the Department.

From the time of publication of the eligibility list based on the 1971 Examination until October 23, 1973 when hiring from that list ceased, 1,478 PATROLMEN WERE HIRED, OF WHOM ONLY 147 (9.94 percent) WERE BLACK AND ONLY 23 (1.55 percent) WERE SSA.

The 1971 Patrolmen's Examination includes a number of items which are ambiguous, (having more than one possible correct answer), or for which no correct answer is available, or for which credit was given by the Commission to an answer which was, in fact, incorrect. The factors involved in ambiguous questions and incorrect answers being marked correct has bearing on test validity because it reduces the reliability of the exam.

A cardinal rule of writing test questions is that there must be only ONE answer that is clearly the correct answer to each multiple choice question.

### The Background Investigation

A background investigation is conducted by the Recruit Processing Section of the Department with respect to each applicant certified by the Commission as having passed the written and medical examinations. The announced purpose of a background investigation is to determine whether there is proof of "bad character, dissolute habits or immoral conduct", or whether the applicant has made any false statements on any Commission document, has violated any Commission rule pertaining to an examination, or has been dismissed for cause from public service, any of which requires a disqualification of the applicant under Commission rules.

There are no regulations, standards or guidelines to be followed by the Recruit Processing Section of the Chicago Police Department in determining the qualification of applicants based upon their background.

In conducting a background investigation, an investigator of the Chicago Police Department's Recruit Processing Section looks into the nine categories of information listed on a background investigation checklist. These categories include such factors as the social status, education, employment, military background, driving history and finances of the applicant.

Although an applicant is no longer asked if he has ever been arrested, information as to arrests of applicants is obtained from police agencies and from neighbors, and applicants are asked about traffic citations, pending warrants, and whether any member of their immediate family has ever been arrested for a serious crime.

Based on information developed in the background investigation, but with no numerical or objective scoring system for evaluating the information, the Recruit Processing Section makes a determination whether the applicant should be disqualified for employment as a patrolman.

If the Recruit Processing Section recommends disqualification, the recommendation is forwarded to the Deputy Superintendent of the Department, who in approximately 90 percent of such cases approves the recommendation and forwards it to the Commission.

Upon receipt of a recommendation of disqualification from the Department, the Commission writes the applicant directing him to appear before the Commission to show cause why his certification to the position of patrolman should not be disapproved. Prior to his appearance before the Commission the applicant is not informed of the reason for his disqualification, is not given a copy of the report of the Department, and is not informed that he has any right to review the report.

The background investigation has had a discriminatory impact on black and Spanish-surnamed applicants, in that: 25.7 percent of the blacks, as compared to 15.2 percent of the whites, who underwent background investigations since 1968 were disqualified. More blacks than whites were disqualified solely because of their arrest record, employment record, driving record and their indebtedness.

No study, formal or informal, has been conducted by defendants in order to validate the background investigation as being significantly related to job performance as a policeman.

### PROMOTIONS

#### Racial Impact of Pre-1973 Promotional Examinations

Although Blacks and SSA's constitute 17 percent of all uniformed personnel in the Chicago Police Department, they represent only 9 percent of all persons in the ranks above patrolman and only approximately 10 percent of all persons in the rank of sergeants.

As of May, 1972, the racial composition of the civil service ranks of the Chicago Police Department was as follows:

Rank	Black	SSA	White	Total+
Captain	1	0	91	92
Lieutenant	13	2	320	335
Sergeant	136	9	1,234	1,379
Patrolman	1,946	163	9,226	11,335

+ Total reflects Oriental and Indian personnel also.

A promotional examination for the rank of sergeant was given on December 14, 1968 to 5,429 candidates. Of that total 4,393 (80.9 percent) were white and 1,036 (19.1 percent) were black. Of the first 298 persons who were promoted to sergeant from the 1968 eligibility list, 263 (89.8 percent) were white and 35 (10.2 percent) were black.

#### RACIAL IMPACT OF 1973 SERGEANT'S PROMOTIONAL EXAMINATION

Defendants administered an examination on August 18, 1973 to 6,559 candidates for promotion to the rank of sergeant. Of the 6,559 candidates who took the examination 1,185 (18.1 percent) were black and 113 (1.7 percent) were Spanish-surnamed. White candidates numbered 5,257 (80.1 percent).

The City scored the examination and published an eligibility list which ranks candidates from high to low on the basis of written test scores (weighted 60 percent), efficiency ratings (weighted 30 percent) and seniority (weighted 10 percent). Candidates who are entitled may elect to use their veteran's preference (3.5 points) to advance to higher position on the list.

Candidates making a composite score of 70 or above are considered to have passed the examination and their names are included on the eligibility list.

Although 1,918 candidates obtain the required 70 composite score to entitle them to be included on the eligibility list, only a small fraction of them even have a chance of being promoted before the list is replaced. The number of sergeants likely to be promoted from the new list would substantially exceed 400 inasmuch as the City has, in recent years, promoted between 50 - 100 patrolmen to the rank of sergeant annually and has used promotion eligibility list for more than four years.

The severity of the racial impact of the 1973 sergeant's examination is revealed by the fact that among the first 400 names on the eligibility list, 21 (5.3 percent) are black and 8 (1.9 percent) are Spanish-surnamed.



## THE 1973 SERGEANT PROMOTIONAL EXAMINATION HAD A SEVERELY DISPROPORTIONATE IMPACT ON BLACK PATROLMEN

There are only five minority group candidates in the first 100 names.

If the 1973 sergeant's examination had no racial impact, 72 blacks would have been included in the top 400 names of the eligibility list. Adding 72 black sergeants to the police force would increase the number of total black sergeants by 50 percent.

The proportion of white candidates obtaining a composite score of 70 or higher was 32 percent; the proportion of black candidates was 17 percent. The success rate of whites was thus substantially greater than (almost double that of blacks).

The 400th person on the eligibility list had a composite score of 73.90. That score represents a practical cut-off point between those likely to be promoted and those unlikely to be promoted.

The proportion of white candidates obtaining a composite score of 73.90 or higher was 7.07 percent; the proportion of black candidates was 1.77 percent. The chances of a white candidate placing in the top 400 positions on the eligibility list were four times that of black candidates.

The highest written test score was 78. The following distribution of high test scores further reveal the adverse racial impact of the written examination:

test Score	whites	blacks
78	2	0
74	1	1
73	1	0
72	6	0
71	7	0
70	6	0
69	11	1
68	26	4
67	33	0
66	32	0
Totals	125 (96 percent)	6 (4 percent)

Evidence of the adverse racial IMPACT of the written test is revealed by the following analysis of test scores received: The top 200 written test scores would have included persons with a test score of 65 and above. Among that group there were 178 (89 percent) whites and only 13 (6.5 percent) blacks.

The top 383 written test scores included candidates with a test score of 63 and above. Among that group there were 347 (over 90 percent) whites and only 36 (under 10 percent) blacks.

The top 514 written test scores included candidates with a test score of 62 and above. Among that group there were 466 (90.7 percent) whites and 48 (9.3 percent) black.

## PATROLMAN'S EFFICIENCY RATINGS WERE AFFIRMATIVELY SHOWN TO BE AN IMPROPER SELECTION DEVICE

### Department efficiency ratings

Supervisory rank officers, normally sergeants, give efficiency ratings to patrolmen every six months. A rating card listing five traits (quantity of work, quality of work, personal relations, dependability, and attendance and promptness) is given to the rater. In addition, a more lengthy "check-list" of traits and qualities is given to the rater for use in arriving at the final overall rating.

The adverse impact of the efficiency ratings on minorities can be measured by observing how the high efficiency scores were distributed among the candidates for sergeants.

355 candidates had efficiency ratings of 95 and above. Of those, 314 (89 percent) were white and 35 (10 percent) were black.

The adverse impact of efficiency ratings is also revealed by the following comparison made of written test scores from high to low with the composite scores which includes efficiency ratings:

Among the top 267 written test scorers, which included all candidates with a score of 64 and above, there were 24 (8.9 percent) blacks. The top 267 on the eligibility list includes only 14 (5.2 percent) blacks.

Among the top 383 written scorers, which included all candidates with a score of 63 and above, there were 36 (9.4 percent) blacks. The first 383 candidates on the eligibility list includes only 20 (5.2 percent) blacks.

Of the candidates taking the sergeants' examination, 18.1 percent were black. Of the candidates obtaining the top written test scores, approximately 10 percent were black. Of the candidates obtaining the top 400 composite scores (i.e., after efficiency ratings were added to the written scores) only 5.3 percent were black.

Efficiency ratings of patrolmen administered by the Chicago Police Department are only subjective evaluations by supervisors. Though the efficiency ratings are a major factor in the promotional process, they are actually designed to evaluate patrolmen in their capacity as patrolmen. Ratings of patrolmen do NOT provide for an evaluation of the leadership abilities of patrolmen (important for the job of sergeants). Superintendent Rochford testified that leadership was one of the important qualities for command rank personnel (including sergeants).

## THE DISPROPORTIONATE EFFECT OF THE SUPERVISORY RATINGS.

Slight differences in efficiency ratings have a significant effect on a candidate's place on the eligibility list. Less than ten composite score points separate the 18th highest ranking person on the eligibility list from the lowest ranking person (the 1918th). Less than four points separate the 400th highest ranking person on the list from the lowest ranking person on the list (1918th). Those 1518 positions span only 3.9 composite score points. If the 400th person on the eligibility list had JUST three more efficiency rating points, he would have placed 246th—a change from uncertain to certain promotion. If the same man had received three less rating points, he would drop to 599th, a change to a hopeful to hopeless.

Among the top 514 scorers on the written test, which included all candidates with a score of 62 and above, there were 48 blacks. However, the first 517 on the eligibility list includes only 31 blacks.

As with written test scores, the proportion of black candidates receiving high efficiency ratings is disproportionately low compared with the white candidates. Whites were two and half times as likely to get one of the top 200 efficiency ratings and twice as likely to get one of the top 400 ratings.

No evidence was submitted by the City to demonstrate that any attempt had been made to validate either the rating card or the check-list as a reliable predicator of success as a sergeant. Similarly, no evidence was offered to show that the patrolmen's efficiency ratings themselves were reliable predictors of job success as a sergeant.

The efficiency rating which counts toward a patrolman's composite score is the rating received for the six month period immediately prior to the giving of the written test. Since promotional examinations are announced well in advance, the supervisory raters know before giving ratings that they will or will not count for purposes of promotion.

Dr. Pounian, staff head of the Civil Service Commission, admitted that it was possible for a rating supervisor deliberately to favor some patrolmen to enhance their prospects for obtaining a higher position on the eligibility list. Dr. Guion, a psychologist called by the City volunteered that he was critical of supervisory ratings because they are "SUBJECT TO AN AWFUL LOT OF INFLUENCES THAT REALLY HAVEN'T GOT MUCH TO DO WITH THE INDIVIDUAL'S PERFORMANCE - HOW MANY KIDS DOES HE HAVE, DO YOU LIKE HIM...AND SO ON".

Dr. Richard Barrett, plaintiff's expert, agreed with Dr. Guion that supervisory ratings are very likely to reflect many other influences and pressures besides the rater's true evaluation of the subordinate. SUCH RATINGS IS LIKELY TO BE MEANINGLESS.

DR. POUNIAN TESTIFIED THAT THERE WAS NO WAY TO INSURE THAT RACIAL BIAS WILL NOT AFFECT EFFICIENCY RATINGS. SUPERINTENDENT ROCHFORD TESTIFIED THAT HE EXPECTED SOME COMMAND RANK PERSONNEL WOULD HAVE "BAD" RACIAL ATTITUDES.

Deputy Superintendent Needham has responsibility for overseeing the efficiency rating process. Deputy Needham recognized that it was "possible a rater might be affected by subjective feelings" in giving ratings.

Deputy Needham believes that, in reviewing a claimed improper rating, a reviewer should give considerable weight to how the initial rater "feel(s) about" the person being rated. The Department has never made study to see if race might influence efficiency ratings.

DEPUTY NEEDHAM CONCEDED THAT DIFFERENTIALS OF UP TO 25 EFFICIENCY RATING POINTS MIGHT PROPERLY BE GIVEN BY DIFFERENT SUPERVISORS FOR IDENTICAL CONDUCT BY A PATROLMAN. The result largely depends on how a supervisor "feels" about the patrolman being rated.

Ratings are given by supervisors for men who have not been under their supervisors at all or long enough to be able to adequately evaluate them. Desk sergeants who have no knowledge of what patrolmen do in the fields are, nonetheless, asked to rate them. One sergeant was given a list of 15 men he did not even know by sight, given the last rating, and told to grade along the lines of their last grade.

Because of the policy in favor of an 85 average, raters tend to decide on an average first, and then perform the necessary calculations for the individual categories on the rating card and checklist to match the grade given. That defeats the purposes of the checklist.

Watch Commanders, unit commanders and persons of higher authority ARE AUTHORIZED TO AND DO MAKE CHANGES ON INDIVIDUAL CARDS even when they have no direct knowledge of the performance of the men whose cards they may change, or they may direct that all of the cards be changed to conform with unit averages. A LIEUTENANT CAN CHANGE ANY SCORE OR ORDER IT CHANGED WITHOUT CONSULTING THE SERGEANT WHO DID THE INITIAL RATING. A RATING CAN BE CHANGED AT ANY LEVEL WITHOUT INFORMING THE LAST RATER. A UNIT COMMANDER WITH A UNIT OF 55 MEN COULD ELECT TO MAKE UNILATERAL CHANGES IN EFFICIENCY RATINGS WITHOUT CONSULTING ANYBODY. AT ANY LEVEL OF REVIEW ANY COMMANDING OFFICER CAN CHANGE THE SCORE TO THAT WHICH HE BELIEVES THE OFFICER IS ENTITLED TO.

When patrolmen would be transferred during rating periods and thus assigned to a new rater some former supervisors would check back for evaluation and some would not, and in the latter case the grades of those men are based on the average grade of the unit.

A black patrolman testified to the unfair and unjustified lowering of his ratings in the critical single period to be used for promotion. A black sergeant testified that before he was promoted he always got an typically low rating for the rating period just before an examination.

DISCIPLINARY ACTIONS AGAINST A PATROLMAN LOWER HIS EFFICIENCY RATING. DISCIPLINARY ACTIONS ARE TAKEN MORE FREQUENTLY AGAINST BLACK PATROLMEN. IN 1970 BLACKS COMPRISED ONLY 15.9 percent OF THE DEPARTMENT, BUT IN TERMS OF COMPLAINTS BY OTHER POLICEMEN, AS OPPOSED TO CITIZEN COMPLAINTS, BLACK PATROLMEN WERE ACCUSED IN 40.8 percent OF COMPLAINT REGISTER CASES AND IN 30 percent OF SUMMARY PUNISHMENT CASES. OF CHARGES MADE AGAINST BLACKS, THREE-FOURTHS WERE "INSPECTIONAL VIOLATIONS." CHARGES ALSO WERE SUSTAINED AGAINST BLACKS AT AN ALMOST 10 percent HIGHER RATE THAN AGAINST WHITES.

According to the LEAA report, in 1970, patrolmen given certain assignments received higher than average ratings. In general, the experience seems to be that the more an assignment places a patrolman in close and continued contact with a rating supervisor, the higher the supervisory rating of that patrolman is likely to be. It also appears that whites get the overwhelming majority of such choice assignments as district secretaries, desk officers, dispatchers, Mayor's detail, youth officers, investigations, and tactical assignments.

For example, a black sergeant testified that he could not get promoted because of low ratings when he was on the street being shot at. He was promoted after becoming an assistant secretary and a supervisor's chauffeur, in which he received the extremely high ratings of 96.

In identified specialized units, 433 whites but only 26 blacks received ratings of 90 or above. Of the 90-plus ratings given to persons in these units, 6 percent went to blacks and 94 percent to whites.

In addition, there is direct evidence of racially hostile attitudes on the part of white command officers in the Department. A black policeman testified about anti-black attitudes among supervisors which manifested themselves in various ways, including spying on civil rights organizations. A black sergeant testified about incidents of brutality to black prisoners which were often condoned or left unpunished by white supervisors. The President of the Afro-American Patrolmen's League related incidents of racially derogatory remarks and brutality against blacks being caused or ignored by white supervisors.

Patrolmen's efficiency ratings have not been shown to be required for use in the sergeant's promotional examination by any business necessity, nor have they been shown to be a useful predictor of job success as a sergeant.

**DEFENDANTS MUST PROVE THAT THE WRITTEN TEST, SUPERVISORY RATING, AND CUT-OFF SCORE ARE VALID PREDICTORS OF JOB SUCCESS AND THAT NO LESS DISCRIMINATORY ALTERNATIVE IS REASONABLE AVAILABLE**

#### **DEFENDANTS' ATTEMPTED VALIDATION STUDIES** **Defendants Bear the Burden Of Persuasion On All "Validation" Issues.**

After plaintiffs have established a prima facie case based on statistical evidence of discriminatory effect, the employer in a race discrimination suit must convince the Court that its selection devices are substantially related to job performance.

"If an employment practice cannot be shown to be related to job performance, the practice is prohibited." (Griggs v. Duke Power Co., U. S. Supreme Court.)

The employer who attempts to defend selection procedures that have a racially disproportionate effect must show that the whites who are being accepted are better qualified for the job, i.e., more likely to succeed, than the blacks being turned away. That showing is the essence of validation. As a matter of constitutional principle, congressional policy, and basic morality, the burden of proving blacks are inferior should fall on the proponent of that claim.

The Chicago Police Department is therefore, really trying to prove that blacks are inferior to whites.

#### **THE WRITTEN TEST'S LACK OF CONTENT VALIDITY IS DEMONSTRATED BY THE POOR PERFORMANCE OF INCUMBENT SERGEANTS.**

The Civil Service Commission conducted a concurrent validity study of the 1973 sergeants' examination to determine the validity of the examination.

The sample used in this study was a matched control group of 176 incumbent sergeants, 88 of whom were black and 88 of whom were white. The 88 white sergeants were matched with the 88 black sergeants on the basis of age and efficiency rating. The 1973 sergeants' examination was administered to this sample group.

The 88 white sergeants selected for the concurrent validity study are not a representative sample of all white sergeants. The 88 black sergeants were not shown to be representative of black patrolmen who were candidates for sergeants nor were the 88 white sergeants shown to be representative of the white patrolmen candidates for sergeant. Since the vast majority of white and black patrolmen FAIL in their efforts to obtain promotion to sergeant, one need not assume that incumbent sergeants are representative of all patrolmen applicants.

The City used these administrative efficiency ratings for criterion measures in their concurrent validation study despite the view of their own expert, Dr. Gulon, who testified that he has "A GREAT DEAL OF DISTRUST OF THE USE OF ADMINISTRATIVE RATING SYSTEMS FOR CRITERION MEASURES".

No reliability studies were performed on the performance ratings of sergeants used in the concurrent validation study of the 1973 sergeants' examination. In a concurrent validity study, it is necessary to relate the performance on the job. The criterion must be more than reliable; it must represent a fair measure of the performance on the job.

The range for the black sergeant group on the written test was 30 to 71, while the range for the white sergeant group was 32 to 70. The average test score for the black sergeant group was 53.72, the average test score for the white sergeant group was 53.91.

The testimony of plaintiffs' expert, Dr. Barrett, was that the City's concurrent validity study had failed to show that the sergeants' examination was a valid or useful test.

A good test of how much useful information is contained in an examination which purports to be a test of job knowledge (and an indication of the importance of the items) is to see how many practicing sergeants can answer them.

### **THE WRITTEN TEST WAS NOT DEMONSTRATED TO BE SIGNIFICANTLY RELATED TO SUCCESS AS A SERGEANT.**

The amount of information in the 1973 sergeants' written test which is useful to sergeants is relatively small. Only 53 percent of the questions were answered correctly by the sample group of present sergeants. This is low considering that there are four alternative multiple choice questions and that people have been trained to answer every question. Simply by chance, twenty-five percent of the questions could be expected to be answered correctly by guessing at every question. Improvement over chance goes from 25 percent to 53 percent.

MOST OF THE SERGEANTS PARTICIPATING IN THE CONCURRENT VALIDITY STUDY DID SO POORLY THAT THEY WOULD NOT HAVE BEEN PROMOTED OR EVEN MADE THE ELIGIBILITY LIST IF THEY HAD TAKEN THE EXAMINATION AS PATROLMEN COMPETING FOR PROMOTION. The sergeants had actually been on the job a number of years and must have been learning useful, valuable and sensible things about the job. Thus, the actual performance of incumbent sergeants on the written test demonstrates that the knowledge which is tested is not essential for success on the job of sergeants.

There are two explanations why sergeants taking part in the concurrent validity study did poorly on the 1973 sergeant's written test: (1) People taking that type of examination cram for it and learn a lot of information which is useful for passing the examination which is not useful for doing the job. (2) Sheer unreliability - the test has a borderline level of reliability which means that by luck a lot of people were able to do well by sheer guesswork or chance.

The City has not shown that the 1973 sergeant's examination written test has sufficient content validity to justify its use as a selection device in the promotion of sergeants. The written test does not appear to test for job knowledge which is either essential for successful performance of the duties of sergeant or which could not be learned in a short amount of time to the extent some of the information sought would be useful.

### **THE COMPOSITE CUT-OFF SCORE WAS NOT SHOWN TO DISTINGUISH BETWEEN THE MORE AND LESS QUALIFIED PATROLMEN.**

The City has offered no evidence justifying using a composite cut-off score of 70 for the eligibility list, more practically, a score of 73.90 to determine those who are actually likely to be promoted. Neither score has been demonstrated to distinguish between those candidates more likely to succeed as sergeants and those less likely to succeed.

Use of the 1973 sergeant eligibility list cannot be permitted since it affirmatively appears that less discriminatory alternatives do exist. The complete failure of defendants to explore alternatives is perhaps a function of their decision to defend the 1973 sergeant examination regardless of its grossly disproportionate effect on minorities.

### **UNDER THE CONSTITUTION, PRELIMINARY RELIEF REQUIRING THE HIRING OF NEW SERGEANTS FROM MINORITY GROUPS ONLY IS APPROPRIATE AND JUST.**

Employment practices which deny members of minority groups an equal opportunity to compete for jobs cause irreparable injury. Numerous courts have held that temporary injunctive relief is appropriate when employment tests have an adverse impact on minority candidates and have not been validated as related to job performance.

In preliminary enjoining use of the 1973 sergeant eligibility list, the Court should require that any interim promotions to the rank of sergeant be filled EXCLUSIVELY by minority group persons. This result is consistent with the obligation of public as well as private employers to overcome the effects of their past discrimination through affirmative hiring and promotion of minorities.

Where there has been prior racial discrimination, Federal courts are encouraged to redress that wrong by giving a priority promotion to those minorities who have been previously disadvantaged by the defendant's conduct.



## WHAT THE TRIAL RECORD SAYS

In this record, there is abundant evidence of past racial discrimination by defendants. This evidence includes: (1) the disproportionate racial impact of past patrolmen entrance examinations, including the 1971 examination; (2) the decline in the percentage of blacks in the Police Department from 26 percent in the mid-1960's to only 16 percent today, during a period of time in which the black population of Chicago has increased significantly; (3) the disproportionate racial impact of past promotional examinations, including the 1968 sergeant examination, on which the white success rate (6 percent) was nearly twice that of blacks (3.4 percent); (4) the disproportionately small representation of blacks in the command RANKS OF THE POLICE FORCE (9 PERCENT) AND IN THE SERGEANT RANK (10 percent), in particular; (5) the rejection by the defendants of the University of Chicago Industrial Relations Center entrance tests in 1969 which promised to have a less severe racial impact than existing examination.; (6) the existence of a disciplinary rate among black patrolmen based on charges instituted by supervisors which is two to three times higher than the rate of discipline among white patrolmen; (7) a disproportionate predominance of white patrolmen in certain specialized assignments which receive higher than average supervisory ratings; (8) the lack of investigation or concern on the part of the police command in 1972 and subsequently after the Law Enforcement Assistance Administration published its findings of racially adverse consequences caused by several Department practices; and, (9) un rebutted incidents for racial animosity on the part of individual command rank officers and defendants' concession that some officers possess bad racial attitudes.

In view of this past discrimination, it is both urgent and just that the Court control any interim filling of sergeant vacancies and that these vacancies be filled with minority group patrol officers who have been the victims of prior discriminatory practices. The current sergeant eligibility list includes 207 minority persons who are available for immediate promotion if necessary. Such interim relief is appropriate until the Court establishes longer term hiring and promotion ratios to overcome the effects of past discrimination.

## CONCLUSION

The City of Chicago has chosen to utilize promotional procedures that disproportionately diminish blacks' opportunities for success. In choosing to defend those procedures, defendants bear the properly heavy burden of demonstrating that the whites they prefer are more qualified than the blacks they reject. To rest such a conclusion on other than the most solid empirical evidence is to invite employment decisions based on nothing more than biased assumptions of white superiority.

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AFRO AMERICAN PATROLMEN'S LEAGUE

Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384

August, 1974



HOWARD SAFFOLD  
PRESIDENT

RENAULT A. ROBINSON  
EXECUTIVE DIRECTOR

**SPECIAL ISSUE**

THE LAW SUIT IN REVIEW

**AFRO-AMERICAN  
PATROLMEN'S LEAGUE**

**VS**

**THE CITY OF CHICAGO  
AND**

**THE CHICAGO POLICE DEPARTMENT**

The Afro-American Patrolmen's League filed suit against the Chicago Police Department in September, 1970 charging racial discrimination in hiring, promotions, and discipline of Black and other minorities within the Chicago Police Department. The Afro-American Patrolmen's League also charged that its officers and members were being harassed and punished because of their membership in the Afro-American Patrolmen's League. Part one of the lawsuit is now being heard before Federal Judge Prentice Marshall in Federal Court. We expect a ruling on September, 16, 1974. This booklet was prepared in order to give you a clear understanding of the issue that will be decided on that date. The outcome of this case will have National significant because it will affect hiring and promoting of minority police officers throughout the United States.

## THE LEGAL END

THE DEFENDANT CITY OF CHICAGO is a municipal corporation incorporated pursuant to the laws of the State of Illinois and is a political subdivision of that State and is an employer within the meaning of the Civil Rights Act of 1964.

The Chicago Police Department is maintained for the purpose of enforcing, within its corporate limits, its ordinances and the laws of the State of Illinois.

THE DEFENDANT, JAMES M. ROCHFORD, is the Superintendent of the Chicago Police Department having succeeded former Superintendent James B. Conlisk, Jr. in office, and in that capacity he is responsible for the supervision, administration and operation of the Department.

THE CHICAGO CIVIL SERVICE COMMISSION an agency of the City of Chicago, has the responsibility for designing and administering the entrance examinations and the promotional examinations up to and including the rank of captain which are used by the Department. This responsibility includes the development of actual tests, the administration and scoring of those tests, and the preparation of eligibility lists based on those tests.

WILLIAM E. CAHILL, REGINALD Dubois, and QUENTIN J. GOODWIN are members of the Commission and as such are responsible for the administration and operation of the Commission, including examination of all persons seeking entrance into or promotion within the Chicago Police Department.

THE CITY OF CHICAGO RECEIVES FINANCIAL ASSISTANCE IN THE OPERATION OF ITS POLICE DEPARTMENT FROM THE UNITED STATE GOVERNMENT, THROUGH THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION OF THE DEPARTMENT OF JUSTICE. BECAUSE IT RECEIVES SUCH FINANCIAL ASSISTANCE, THE CITY OF CHICAGO, IN THE OPERATION OF ITS POLICE DEPARTMENT, IS SUBJECT TO THE REGULATIONS AND GUIDELINES OF THE DEPARTMENT OF JUSTICE WHICH PROVIDE FOR EQUAL EMPLOYMENT OPPORTUNITY IN FEDERALLY ASSISTED PROGRAMS.

Dr. Charles A. Pounian is Personnel Director and Secretary of the Commission and is the chief administrative officer of the Commission. He has ultimate responsibility for the major functional divisions of the Commission.

## HIRING AND ASSIGNMENT OF WOMEN

In August, 1972, there were approximately 115 women employed in sworn positions by the Department, (or 0.85 per cent) out of 13,500 sworn personnel. By the time of trial, the number rose to approximately 160 (or 1 percent).

Prior to the filing of this suit, the hiring, assignment, and promotion of women was on a totally segregated basis. Women have not been permitted to compete with men on entrance examinations. Women were separately examined for relatively few positions as "policewoman" and "policematrons," and were given limited responsibility, primarily for processing, searching and custody of women prisoners as well as youth work. They simply were not used for patrol work.

At the time this lawsuit was filed there was one Sergeant of Policewomen and one Lieutenant of Policewomen. Women were allowed to compete with men on a promotional examination for the first time on August 18, 1973.

## HIRING OF PATROLMEN

The population of the City of Chicago, where all police officers must live, is approximately 60 percent white, 33 percent Black and 7 percent Spanish-surnamed American (hereafter referred to as ("SSA")) according to Bureau of Census figures for Illinois.

The Department's sworn personnel are approximately 83 percent white, 16 percent black, and 1 percent SSA. The percentage of black and SSA members of the Department's sworn personnel has declined from a high of 22-26 percent in the mid-1960's to its current level of less than 17 percent, during a time when the percentage of these minority groups in Chicago's population has increased.

### The 1971 Written Examination

The Commission constructed patrolman's examination No. 7791 and administered it on December 4, 1971 for the purpose of selecting patrolmen for the Department.

From the time of publication of the eligibility list based on the 1971 Examination until October 23, 1973 when hiring from that list ceased, 1,478 PATROLMEN WERE HIRED, OF WHOM ONLY 147 (9.94 percent) WERE BLACK AND ONLY 23 (1.55 percent) WERE SSA.

The 1971 Patrolmen's Examination includes a number of items which are ambiguous, (having more than one possible correct answer), or for which no correct answer is available, or for which credit was given by the Commission to an answer which was, in fact, incorrect. The factors involved in ambiguous questions and incorrect answers being marked correct has bearing on test validity because it reduces the reliability of the exam.

A cardinal rule of writing test questions is that there must be only ONE answer that is clearly the correct answer to each multiple choice question.

### The Background Investigation

A background investigation is conducted by the Recruit Processing Section of the Department with respect to each applicant certified by the Commission as having passed the written and medical examinations. The announced purpose of a background investigation is to determine whether there is proof of "bad character, dissolute habits or immoral conduct", or whether the applicant has made any false statements on any Commission document, has violated any Commission rule pertaining to an examination, or has been dismissed for cause from public service, any of which requires a disqualification of the applicant under Commission rules.

There are no regulations, standards or guidelines to be followed by the Recruit Processing Section of the Chicago Police Department in determining the qualification of applicants based upon their background.

In conducting a background investigation, an investigator of the Chicago Police Department's Recruit Processing Section looks into the nine categories of information listed on a background investigation checklist. These categories include such factors as the social status, education, employment, military background, driving history and finances of the applicant.

Although an applicant is no longer asked if he has ever been arrested, information as to arrests of applicants is obtained from police agencies and from neighbors, and applicants are asked about traffic citations, pending warrants, and whether any member of their immediate family has ever been arrested for a serious crime.

Based on information developed in the background investigation, but with no numerical or objective scoring system for evaluating the information, the Recruit Processing Section makes a determination whether the applicant should be disqualified for employment as a patrolman.

If the Recruit Processing Section recommends disqualification, the recommendation is forwarded to the Deputy Superintendent of the Department, who in approximately 90 percent of such cases approves the recommendation and forwards it to the Commission.

Upon receipt of a recommendation of disqualification from the Department, the Commission writes the applicant directing him to appear before the Commission to show cause why his certification to the position of patrolman should not be disapproved. Prior to his appearance before the Commission the applicant is not informed of the reason for his disqualification, is not given a copy of the report of the Department, and is not informed that he has any right to review the report.

The background investigation has had a discriminatory impact on black and Spanish-surnamed applicants, in that: 25.7 percent of the blacks, as compared to 15.2 percent of the whites, who underwent background investigations since 1968 were disqualified. More blacks than whites were disqualified solely because of their arrest record, employment record, driving record and their indebtedness.

No study, formal or informal, has been conducted by defendants in order to validate the background investigation as being significantly related to job performance as a policeman.

### PROMOTIONS

#### Racial Impact of Pre-1973 Promotional Examinations

Although Blacks and SSA's constitute 17 percent of all uniformed personnel in the Chicago Police Department, they represent only 9 percent of all persons in the ranks above patrolman and only approximately 10 percent of all persons in the rank of sergeants.

As of May, 1972, the racial composition of the civil service ranks of the Chicago Police Department was as follows:

Rank	Black	SSA	White	Total+
Captain	1	0	91	92
Lieutenant	13	2	320	335
Sergeant	136	9	1,234	1,379
Patrolman	1,946	163	9,226	11,335

+ Total reflects Oriental and Indian personnel also.

A promotional examination for the rank of sergeant was given on December 14, 1968 to 5,429 candidates. Of that total 4,393 (80.9 percent) were white and 1,036 (19.1 percent) were black. Of the first 298 persons who were promoted to sergeant from the 1968 eligibility list, 263 (89.8 percent) were white and 35 (10.2 percent) were black.

#### RACIAL IMPACT OF 1973 SERGEANT'S PROMOTIONAL EXAMINATION

Defendants administered an examination on August 18, 1973 to 6,559 candidates for promotion to the rank of sergeant. Of the 6,559 candidates who took the examination 1,185 (18.1 percent) were black and 113 (1.7 percent) were Spanish-surnamed. White candidates numbered 5,257 (80.1 percent).

The City scored the examination and published an eligibility list which ranks candidates from high to low on the basis of written test scores (weighted 60 percent), efficiency ratings (weighted 30 percent) and seniority (weighted 10 percent). Candidates who are entitled may elect to use their veteran's preference (3.5 points) to advance to higher position on the list.

Candidates making a composite score of 70 or above are considered to have passed the examination and their names are included on the eligibility list.

Although 1,918 candidates obtain the required 70 composite score to entitle them to be included on the eligibility list, only a small fraction of them even have a chance of being promoted before the list is replaced. The number of sergeants likely to be promoted from the new list would substantially exceed 400 inasmuch as the City has, in recent years, promoted between 50 - 100 patrolmen to the rank of sergeant annually and has used promotion eligibility list for more than four years.

The severity of the racial impact of the 1973 sergeant's examination is revealed by the fact that among the first 400 names on the eligibility list, 21 (5.3 percent) are black and 8 (1.9 percent) are Spanish-surnamed.



## THE 1973 SERGEANT PROMOTIONAL EXAMINATION HAD A SEVERELY DISPROPORTIONATE IMPACT ON BLACK PATROLMEN

There are only five minority group candidates in the first 100 names.

If the 1973 sergeant's examination had no racial impact, 72 blacks would have been included in the top 400 names of the eligibility list. Adding 72 black sergeants to the police force would increase the number of total black sergeants by 50 percent.

The proportion of white candidates obtaining a composite score of 70 or higher was 32 percent; the proportion of black candidates was 17 percent. The success rate of whites was thus substantially greater than (almost double that of blacks).

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The top 514 written test scores included candidates with a test score of 62 and above. Among that group there were 466 (90.7 percent) whites and 48 (9.3 percent) black.

## PATROLMAN'S EFFICIENCY RATINGS WERE AFFIRMATIVELY SHOWN TO BE AN IMPROPER SELECTION DEVICE

### Department efficiency ratings

Supervisory rank officers, normally sergeants, give efficiency ratings to patrolmen every six months. A rating card listing five traits (quantity of work, quality of work, personal relations, dependability, and attendance and promptness) is given to the rater. In addition, a more lengthy "check-list" of traits and qualities is given to the rater for use in arriving at the final overall rating.

The adverse impact of the efficiency ratings on minorities can be measured by observing how the high efficiency scores were distributed among the candidates for sergeants.

355 candidates had efficiency ratings of 95 and above. Of those, 314 (89 percent) were white and 35 (10 percent) were black.

The adverse impact of efficiency ratings is also revealed by the following comparison made of written test scores from high to low with the composite scores which includes efficiency ratings:

Among the top 267 written test scorers, which included all candidates with a score of 64 and above, there were 24 (8.9 percent) blacks. The top 267 on the eligibility list includes only 14 (5.2 percent) blacks.

Among the top 383 written scorers, which included all candidates with a score of 63 and above, there were 36 (9.4 percent) blacks. The first 383 candidates on the eligibility list includes only 20 (5.2 percent) blacks.

Of the candidates taking the sergeants' examination, 18.1 percent were black. Of the candidates obtaining the top written test scores, approximately 10 percent were black. Of the candidates obtaining the top 400 composite scores (i.e., after efficiency ratings were added to the written scores) only 5.3 percent were black.

Efficiency ratings of patrolmen administered by the Chicago Police Department are only subjective evaluations by supervisors. Though the efficiency ratings are a major factor in the promotional process, they are actually designed to evaluate patrolmen in their capacity as patrolmen. Ratings of patrolmen do NOT provide for an evaluation of the leadership abilities of patrolmen (important for the job of sergeants). Superintendent Rochford testified that leadership was one of the important qualities for command rank personnel (including sergeants).

## THE DISPROPORTIONATE EFFECT OF THE SUPERVISORY RATINGS.

Slight differences in efficiency ratings have a significant effect on a candidate's place on the eligibility list. Less than ten composite score points separate the 18th highest ranking person on the eligibility list from the lowest ranking person (the 1918th). Less than four points separate the 400th highest ranking person on the list from the lowest ranking person on the list (1918th). Those 1518 positions span only 3.9 composite score points. If the 400th person on the eligibility list had JUST three more efficiency rating points, he would have placed 246th—a change from uncertain to certain promotion. If the same man had received three less rating points, he would drop to 599th, a change to a hopeful to hopeless.

Among the top 514 scorers on the written test, which included all candidates with a score of 62 and above, there were 48 blacks. However, the first 517 on the eligibility list includes only 31 blacks.

As with written test scores, the proportion of black candidates receiving high efficiency ratings is disproportionately low compared with the white candidates. Whites were two and half times as likely to get one of the top 200 efficiency ratings and twice as likely to get one of the top 400 ratings.

No evidence was submitted by the City to demonstrate that any attempt had been made to validate either the rating card or the check-list as a reliable predictor of success as a sergeant. Similarly, no evidence was offered to show that the patrolmen's efficiency ratings themselves were reliable predictors of job success as a sergeant.

The efficiency rating which counts toward a patrolman's composite score is the rating received for the six month period immediately prior to the giving of the written test. Since promotional examinations are announced well in advance, the supervisory raters know before giving ratings that they will or will not count for purposes of promotion.

Dr. Pounian, staff head of the Civil Service Commission, admitted that it was possible for a rating supervisor deliberately to favor some patrolmen to enhance their prospects for obtaining a higher position on the eligibility list. Dr. Guion, a psychologist called by the City volunteered that he was critical of supervisory ratings because they are "SUBJECT TO AN AWFUL LOT OF INFLUENCES THAT REALLY HAVEN'T GOT MUCH TO DO WITH THE INDIVIDUAL'S PERFORMANCE - HOW MANY KIDS DOES HE HAVE, DO YOU LIKE HIM...AND SO ON".

Dr. Richard Barrett, plaintiff's expert, agreed with Dr. Guion that supervisory ratings are very likely to reflect many other influences and pressures besides the rater's true evaluation of the subordinate. SUCH RATINGS IS LIKELY TO BE MEANINGLESS.

DR. POUNIAN TESTIFIED THAT THERE WAS NO WAY TO INSURE THAT RACIAL BIAS WILL NOT AFFECT EFFICIENCY RATINGS. SUPERINTENDENT ROCHFORD TESTIFIED THAT HE EXPECTED SOME COMMAND RANK PERSONNEL WOULD HAVE "BAD" RACIAL ATTITUDES.

Deputy Superintendent Needham has responsibility for overseeing the efficiency rating process. Deputy Needham recognized that it was "possible a rater might be affected by subjective feelings" in giving ratings.

Deputy Needham believes that, in reviewing a claimed improper rating, a reviewer should give considerable weight to how the initial rater "feel(s) about" the person being rated. The Department has never made study to see if race might influence efficiency ratings.

DEPUTY NEEDHAM CONDEDED THAT DIFFERENTIALS OF UP TO 25 EFFICIENCY RATING POINTS MIGHT PROPERLY BE GIVEN BY DIFFERENT SUPERVISORS FOR IDENTICAL CONDUCT BY A PATROLMAN. The result largely depends on how a supervisor "feels" about the patrolman being rated.

Ratings are given by supervisors for men who have not been under their supervisors at all or long enough to be able to adequately evaluate them. Desk sergeants who have no knowledge of what patrolmen do in the fields are, nonetheless, asked to rate them. One sergeant was given a list of 15 men he did not even know by sight, given the last rating, and told to grade along the lines of their last grade.

Because of the policy in favor of an 85 average, raters tend to decide on an average first, and then perform the necessary calculations for the individual categories on the rating card and checklist to match the grade given. That defeats the purposes of the checklist.

Watch Commanders, unit commanders and persons of higher authority ARE AUTHORIZED TO AND DO MAKE CHANGES ON INDIVIDUAL CARDS even when they have no direct knowledge of the performance of the men whose cards they may change, or they may direct that all of the cards be changed to conform with unit averages. A LIEUTENANT CAN CHANGE ANY SCORE OR ORDER IT CHANGED WITHOUT CONSULTING THE SERGEANT WHO DID THE INITIAL RATING. A RATING CAN BE CHANGED AT ANY LEVEL WITHOUT INFORMING THE LAST RATER. A UNIT COMMANDER WITH A UNIT OF 55 MEN COULD ELECT TO MAKE UNILATERAL CHANGES IN EFFICIENCY RATINGS WITHOUT CONSULTING ANYBODY. AT ANY LEVEL OF REVIEW ANY COMMANDING OFFICER CAN CHANGE THE SCORE TO THAT WHICH HE BELIEVES THE OFFICER IS ENTITLED TO.

When patrolmen would be transferred during rating periods and thus assigned to a new rater some former supervisors would check back for evaluation and some would not. and in the latter case the grades of those men are based on the average grade of the unit.

A black patrolman testified to the unfair and unjustified lowering of his ratings in the critical single period to be used for promotion. A black sergeant testified that before he was promoted he always got an typically low rating for the rating period just before an examination.

DISCIPLINARY ACTIONS AGAINST A PATROLMAN LOWER HIS EFFICIENCY RATING DISCIPLINARY ACTIONS ARE TAKEN MORE FREQUENTLY AGAINST BLACK PATROLMEN. IN 1970 BLACKS COMPRISED ONLY 15.9 percent OF THE DEPARTMENT, BUT IN TERMS OF COMPLAINTS BY OTHER POLICEMEN, AS OPPOSED TO CITIZEN COMPLAINTS, BLACK PATROLMEN WERE ACCUSED IN 40.8 percent OF COMPLAINT REGISTER CASES AND IN 30 percent OF SUMMARY PUNISHMENT CASES. OF CHARGES MADE AGAINST BLACKS, THREE-FOURTHS WERE "INSPECTIONAL VIOLATIONS." CHARGES ALSO WERE SUSTAINED AGAINST BLACKS AT AN ALMOST 10 percent HIGHER RATE THAN AGAINST WHITES.

According to the LEAA report, in 1970, patrolmen given certain assignments received higher than average ratings. In general, the experience seems to be that the more an assignment places a patrolman in close and continued contact with a rating supervisor, the higher the supervisory rating of that patrolman is likely to be. It also appears that whites get the overwhelming majority of such choice assignments as district secretaries, desk officers, dispatchers, Mayor's detail, youth officers, investigators, and tactical assignments.

For example, a black sergeant testified that he could not get promoted because of low ratings when he was on the street being shot at. He was promoted after becoming an assistant secretary and a supervisor's chauffeur, in which he received the extremely high ratings of 96.

In identified specialized units, 433 whites but only 26 blacks received ratings of 90 or above. Of the 90-plus ratings given to persons in these units, 6 percent went to blacks and 94 percent to whites.

In addition, there is direct evidence of racially hostile attitudes on the part of white command officers in the Department. A black policeman testified about anti-black attitudes among supervisors which manifested themselves in various ways, including spying on civil rights organizations. A black sergeant testified about incidents of brutality to black prisoners which were often condoned or left unpunished by white supervisors. The President of the Afro-American Patrolmen's League related incidents of racially derogatory remarks and brutality against blacks being caused or ignored by white supervisors.

Patrolmen's efficiency ratings have not been shown to be required for use in the sergeant's promotional examination by any business necessity, nor have they been shown to be a useful predictor of job success as a sergeant.

**DEFENDANTS MUST PROVE THAT THE WRITTEN TEST, SUPERVISORY RATING, AND CUT-OFF SCORE ARE VALID PREDICTORS OF JOB SUCCESS AND THAT NO LESS DISCRIMINATORY ALTERNATIVE IS REASONABLE AVAILABLE**

#### **DEFENDANTS' ATTEMPTED VALIDATION STUDIES** **Defendants Bear the Burden Of Persuasion On All "Validation" Issues.**

After plaintiffs have established a prima facie case based on statistical evidence of discriminatory effect, the employer in a race discrimination suit must convince the Court that its selection devices are substantially related to job performance.

"If an employment practice cannot be shown to be related to job performance, the practice is prohibited." (Griggs v. Duke Power Co., U. S. Supreme Court.)

The employer who attempts to defend selection procedures that have a racially disproportionate effect must show that the whites who are being accepted are better qualified for the job, i.e., more likely to succeed, than the blacks being turned away. That showing is the essence of validation. As a matter of constitutional principle, congressional policy, and basic morality, the burden of proving blacks are inferior should fall on the proponent of that claim.

The Chicago Police Department is there fore, really trying to prove that blacks are inferior to whites.

#### **THE WRITTEN TEST'S LACK OF CONTENT VALIDITY IS DEMONSTRATED BY THE POOR PERFORMANCE OF INCUMBENT SERGEANTS.**

The Civil Service Commission conducted a concurrent validity study of the 1973 sergeants' examination to determine the validity of the examination.

The sample used in this study was a matched control group of 176 incumbent sergeants, 88 of whom were black and 88 of whom were white. The 88 white sergeants were matched with the 88 black sergeants on the basis of age and efficiency rating. The 1973 sergeants' examination was administered to this sample group.

The 88 white sergeants selected for the concurrent validity study are not a representative sample of all white sergeants. The 88 black sergeants were not shown to be representative of black patrolmen who were candidates for sergeants nor were the 88 white sergeants shown to be representative of the white patrolmen candidates for sergeant. Since the vast majority of white and black patrolmen FAIL in their efforts to obtain promotion to sergeant, one need not assume that incumbent sergeants are representative of all patrolmen applicants.

The City used these administrative efficiency ratings for criterion measures in their concurrent validation study despite the view of their own expert, Dr. Guion, who testified that he has "A GREAT DEAL OF DISTRUST OF THE USE OF ADMINISTRATIVE RATING SYSTEMS FOR CRITERION MEASURES".

No reliability studies were performed on the performance ratings of sergeants used in the concurrent validation study of the 1973 sergeants' examination. In a concurrent validity study, it is necessary to relate the performance on the job. The criterion must be more than reliable; it must represent a fair measure of the performance on the job.

The range for the black sergeant group on the written test was 30 to 71, while the range for the white sergeant group was 32 to 70. The average test score for the black sergeant group was 53.72, the average test score for the white sergeant group was 53.91.

The testimony of plaintiffs' expert, Dr. Barrett, was that the City's concurrent validity study had failed to show that the sergeants' examination was a valid or useful test.

A good test of how much useful information is contained in an examination which purports to be a test of job knowledge (and an indication of the importance of the items) is to see how many practicing sergeants can answer them.

### **THE WRITTEN TEST WAS NOT DEMONSTRATED TO BE SIGNIFICANTLY RELATED TO SUCCESS AS A SERGEANT.**

The amount of information in the 1973 sergeants' written test which is useful to sergeants is relatively small. Only 53 percent of the questions were answered correctly by the sample group of present sergeants. This is low considering that there are four alternative multiple choice questions and that people have been trained to answer every question. Simply by chance, twenty-five percent of the questions could be expected to be answered correctly by guessing at every question. Improvement over chance goes from 25 percent to 53 percent.

MOST OF THE SERGEANTS PARTICIPATING IN THE CONCURRENT VALIDITY STUDY DID SO POORLY THAT THEY WOULD NOT HAVE BEEN PROMOTED OR EVEN MADE THE ELIGIBILITY LIST IF THEY HAD TAKEN THE EXAMINATION AS PATROLMEN COMPETING FOR PROMOTION. The sergeants had actually been on the job a number of years and must have been learning useful, valuable and sensible things about the job. Thus, the actual performance of incumbent sergeants on the written test demonstrates that the knowledge which is tested is not essential for success on the job of sergeants.

There are two explanations why sergeants taking part in the concurrent validity study did poorly on the 1973 sergeant's written test: (1) People taking that type of examination cram for it and learn a lot of information which is useful for passing the examination which is not useful for doing the job. (2) Sheer unreliability - the test has a borderline level of reliability which means that by luck a lot of people were able to do well by sheer guesswork or chance.

The City has not shown that the 1973 sergeant's examination written test has sufficient content validity to justify its use as a selection device in the promotion of sergeants. The written test does not appear to test for job knowledge which is either essential for successful performance of the duties of sergeant or which could not be learned in a short amount of time to the extent some of the information sought would be useful.

### **THE COMPOSITE CUT-OFF SCORE WAS NOT SHOWN TO DISTINGUISH BETWEEN THE MORE AND LESS QUALIFIED PATROLMEN.**

The City has offered no evidence justifying using a composite cut-off score of 70 for the eligibility list, more practically, a score of 73.90 to determine those who are actually likely to be promoted. Neither score has been demonstrated to distinguish between those candidates more likely to succeed as sergeants and those less likely to succeed.

Use of the 1973 sergeant eligibility list cannot be permitted since it affirmatively appears that less discriminatory alternatives do exist. The complete failure of defendants to explore alternatives is perhaps a function of their decision to defend the 1973 sergeant examination regardless of its grossly disproportionate effect on minorities.

### **UNDER THE CONSTITUTION, PRELIMINARY RELIEF REQUIRING THE HIRING OF NEW SERGEANTS FROM MINORITY GROUPS ONLY IS APPROPRIATE AND JUST.**

Employment practices which deny members of minority groups an equal opportunity to compete for jobs cause irreparable injury. Numerous courts have held that temporary injunctive relief is appropriate when employment tests have an adverse impact on minority candidates and have not been validated as related to job performance.

In preliminary enjoining use of the 1973 sergeant eligibility list, the Court should require that any interim promotions to the rank of sergeant be filled EXCLUSIVELY by minority group persons. This result is consistent with the obligation of public as well as private employers to overcome the effects of their past discrimination through affirmative hiring and promotion of minorities.

Where there has been prior racial discrimination, Federal courts are encouraged to redress that wrong by giving a priority promotion to those minorities who have been previously disadvantaged by the defendant's conduct.



## WHAT THE TRIAL RECORD SAYS

In this record, there is abundant evidence of past racial discrimination by defendants. This evidence includes: (1) the disproportionate racial impact of past patrolmen entrance examinations, including the 1971 examination; (2) the decline in the percentage of blacks in the Police Department from 26 percent in the mid-1960's to only 16 percent today, during a period of time in which the black population of Chicago has increased significantly; (3) the disproportionate racial impact of past promotional examinations, including the 1968 sergeant examination, on which the white success rate (6 percent) was nearly twice that of blacks (3.4 percent); (4) the disproportionately small representation of blacks in the command RANKS OF THE POLICE FORCE (9 PERCENT) AND IN THE SERGEANT RANK (10 percent), in particular; (5) the rejection by the defendants of the University of Chicago Industrial Relations Center entrance tests in 1969 which promised to have a less severe racial impact than existing examination.; (6) the existence of a disciplinary rate among black patrolmen based on charges instituted by supervisors which is two to three times higher than the rate of discipline among white patrolmen; (7) a disproportionate predominance of white patrolmen in certain specialized assignments which receive higher than average supervisory ratings; (8) the lack of investigation or concern on the part of the police command in 1972 and subsequently after the Law Enforcement Assistance Administration published its findings of racially adverse consequences caused by several Department practices; and, (9) un rebutted incidents for racial animosity on the part of individual command rank officers and defendants' concession that some officers possess bad racial attitudes.

In view of this past discrimination, it is both urgent and just that the Court control any interim filling of sergeant vacancies and that these vacancies be filled with minority group patrol officers who have been the victims of prior discriminatory practices. The current sergeant eligibility list includes 207 minority persons who are available for immediate promotion if necessary. Such interim relief is appropriate until the Court establishes longer term hiring and promotion ratios to overcome the effects of past discrimination.

## CONCLUSION

The City of Chicago has chosen to utilize promotional procedures that disproportionately diminish blacks' opportunities for success. In choosing to defend those procedures, defendants bear the properly heavy burden of demonstrating that the whites they prefer are more qualified than the blacks they reject. To rest such a conclusion on other than the most solid empirical evidence is to invite employment decisions based on nothing more than biased assumptions of white superiority.

**UNDER THE CONSTITUTION,  
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HIRING OF NEW SERGEANTS FROM  
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Remember, you heard it through the

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AFRO-AMERICAN PATROLMEN'S LEAGUE

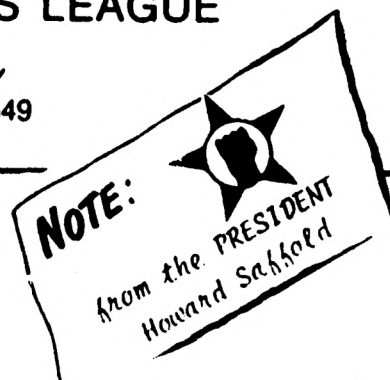
7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



"BLACK  
POWER  
THROUGH  
THE LAW"

12 August 1974

Dear Member,



Another tragic accident has fallen upon one of our fellow officers. Only this time it wasn't the usual excuse of "I didn't know he was a policeman." This time the victim was in full uniform, on duty and working the district desk. His only error was that he was assigned to the City's most notorious district, Kensington, #5 (famous for maltreatment of Black citizens as well as Black policemen).

Captain Carten shot Officer Phillip Pepper in the back, and stated that his reflexes caused him to shoot this unidentified Black man in the back after he had seen him with a gun (through a glass door). Read Section 3, Para. 5 of G.O. 74-12 dated 31 July 1974. The details of the circumstances are important to determine the criminal charges that should be placed against this Captain but they become immaterial to the point of this correspondence.

As this writer reflects on similar cases in the past it has always ended the same tragic way. The shooter didn't take necessary precautions as prescribed by criminal codes or the Chicago Police Department General Orders, and the victim just happened to be one of those suspicious looking Blacks. As President and one of the Directors of the Afro-American Patrolmen's League it is my obligation to be as tenacious and repetitious as the situation demands in order that our members be made (and kept) aware of what's happening to us around this City.

We are not only victims of so-called tragic mistakes but we are also constant victims of willful arrests by our fellow white officers. We are constant victims of willful mistreatment by the disciplinary process. A federal government study shows that Black officers receive twice as many suspensions and summary punishments as white officers even though the white officers are 83% of the force. We are constant victims of denial of promotions and assignments. The Police Department even has the audacity to withhold killed in the line of duty benefits from Black officers families whenever they can get away with it. And, unfortunately, for too long this type of treatment has caused us to look around at our wives and babies and say, I need this job and therefore I have no choice but to accept this treatment. Brothers, this is no longer true! The Afro-American Patrolmen's League says that as long as we are putting up the necessary table stakes (our lives) then we do not have to ask permission to be recognized as men, and we certainly need not beg our white co-workers not to beat and shoot and lock us up. What we do need to do however, is to get off our tired knees and make all of our feelings known and act according. One of the first acts that we can carry out is to utilize our communication system. By this I mean it is not enough to read the newsletter, unless you realize that any of us can be a victim of maltreatment at anytime. We must develop and maintain a sense of constant accountability to each other. We cannot overcome the racism practiced against us until we have first made it known to those who choose to play tough on us that when a black is involved the AAPL is automatically involved and when a black is present during, or becomes aware of any mistreatment, the League is automatically aware. And the final point to be conveyed here is to remind our white counterpart that it is impossible to concern ourselves with our white partner's safety and worry about him accidentally shooting us at the same time.

Remember, you heard it through the

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"BLACK  
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12 August 1974

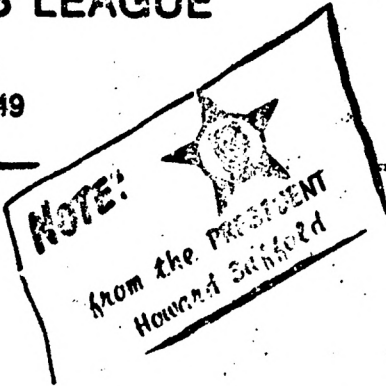
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MONDAY, AUGUST 12, 1974

# Criminal charges demanded

## Assail cover-up in cop shooting Cop knew who shot him

BY LEROY THOMAS

Criminal charges against a demoted police commander who shot a subordinate policeman were demanded and allegations of covering up details of the shooting to attempt blaming it on an innocent black youth were leveled Sunday by the Afro-American Patrolmen's League.

League founder Renault Robinson blasted police handling of the investigation Thursday at the Kensington District, 200 E. 115th, where Patrolman Philip Pepper, 34, was shot by Captain John T. Cartan. Cartan was demoted by Superintendent James M. Rochford on April 17 from Deputy Chief of Patrol in Area 5 to the low-rung watch commander status at Kensington.

From his hospital bed Sunday, Pepper reportedly told Robinson that he "looked square into Cartan's face" split seconds before a bullet crashed

through a door and wounded him. First reports, issued by Patrolman Robert Casey (to his brother working for another newspaper) said "an unidentified assailant" had shot Pepper in an attempt to shoot an acquaintance locked inside the 5th District with whom the "suspect" had a grudge.

Pepper also reportedly told Robinson that after being shot, he never lost consciousness, but fully realized what had happened and who had shot him. (Believing that he saw the angry gunman approaching, first reports said, Pepper drew his weapon, and yelled "Watch out!" prompting Casey to pull his gun, and drop behind the desk.) In the final version of the story, Cartan also heard the yell, spun around as he stood on a staircase inside the station, and fired at the silhouette hiding behind a door, seriously wounding Pepper.

Robinson added that Pepper said "it's incredible" that there was ever a

search such as the one mounted for the "assailant's gun". Pepper reportedly refused to be interviewed by District Commander Eugene Cassidy, who did not witness the incident but accompanied the wounded patrolman to Roseland Community Hospital. Pepper was recovering in fair condition Sunday. Pepper gave his story to another officer "whom he trusts" Robinson said.

The search for the gun, while a young "suspect" was in custody, proved futile even though canine units were called in, rooftops scanned, and weeds, porches and sewers combed. Commanding that operation was Assistant Deputy Superintendent William Keating, who told the Defender yesterday that Cartan had surrendered his gun immediately when he arrived (approximately one-half hour after Keating left a North side location) and admitted the shooting.

Robinson, however, claims

patrolmen said they were told they were looking for the gun allegedly used by the captured suspect.

"General Order number 7412, dated July 31, 1974, clearly states that 'deadly force is forbidden...when the person lawfully fired at is not clearly visible,' such as behind a frosted glass door," Robinson declared, suggesting that Cook County State's Attorney Bernard Carey's office should investigate the matter.

Keating said it was the fault of the reporters if the media published erroneous reports of the incident. Pepper was shot at 2:05 p.m. Thursday, transferred to Roseland immediately and questioned. Newsmen were still being given erroneous report at 6:45 p.m. Keating said he gave his report shortly before 4 p.m.



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"BLACK  
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## WHY THERE IS NO RESPECT OF BLACK SUPERVISORY PERSONNEL BY THEIR SUBORDINATES

By Ptl. Jerry Crawley

Sometime ago I was engaged in a conversation with a white policeman and during this conversation a particular black captain became the subject of conversation and the white officer remarked "Because of their actions we (white officers) do not respect black supervisors and you black officers) can't." Possessing some idea as to whom and what he was alluding to, I demanded an explanation as to why and how he had come to that conclusion; whereby he then made the contention that he had repeatedly seen how black supervisory personnel subjected black officers to very stringent supervision and discriminate discipline while white officers were subjected to little or no supervision or discipline by these same black supervisors.

This recollection now brings to mind a black captain who has recently been promoted to District Commander. When the rumors began circulating that this

captain was to be assigned to a dist. where discontentment and low morale were silent and ever present partners of it's black personnel during the tenure of the two previous dist. commanders (black); the consensus opinion voiced by older black officers was that he the newly named dist. commander was not ashamed of his heritage; did not turn a deaf ear to the problems and wishes of black officers; had incurred the wrath of upper echelon police dept. personnel because he was not condescending when harassed by white superiors and above all displayed some semblance of fairness and concern in his dealings with black officers. If any or all of these opinions are a true depiction of this captain; then maybe just maybe, he can serve as an example to other black supervisory personnel and

and that long overdue awareness among these people will have finally arrived, because at this time it is virtually nonexistent.

HERE'S HOPING!!!

## ABUSE PERPETRATED UPON BLACK POLICE OFFICERS BY THEIR WHITE COUNTERPARTS

Is it possible in this day and age for black police officers to be physically abused; i.e. kicked, beaten, and even shot while in police stations and have the perpetrators of these atrocities be their white counterparts with no disciplinary action being initiated against the perpetrators? You say "No this is not possible". Well Brother it is possible and did happen to three black police officers in the Chicago Police Departments notorious 5th District and if you were not aware of it; either you have been a police officer less than 2 yrs. or are you one of those selected few who still think that the police department is the best thing since apple pie and do not concern themselves with the events involving other black policemen. If you fall into

the last category; it's sad because one of these days it could very easily be you who will be subjected to these same abuses. Some of the occurrences which led to these abuses are; allegedly sleeping in your private car, verbally stopping a young racist white police officer from discriminately beating a black youth because of a complaint from a white merchant and as in the case of the black police officer who was shot, no known reason as yet has been established. So you see they (white police officers) really do not need a reason (valid or not) to perpetrate these abuses on you.

As you are permitting these incidents to become a permanent part of your memory remember these essential facts, these officers who were the victim of these incidents were: black, in full police uniform, inside of a police station and it was known that they were current Chicago police officers.

Now it would seem that the physical and subsequent mental anguish that these incidents caused these grown men who just coincidentally happened to be black policemen would have assured them of no further anguish; but this was not to be. One of these officers was suspended immediately, indicted, fired, and is still being prosecuted in an all out effort to put him in the penitentiary for aggravated battery and related charges when in fact he (the black officer)

was the victim of this battery.

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By this time it was more than obvious that these so called citizen protectors had decided to take this nigger as far as their authority would allow. The officer carrying the radio decided to call for a supervisor and apparently he placed a simultaneous call for help. Because in less than 45 seconds 5 squad cars including a tactical unit had converged on the scene. There

were a dozen white police officers now standing around me and my vehicle and most of them stood with their hands on their guns. A few in fact had their guns drawn. During all of this klan meeting a young black male was standing a few feet from this cluster of white policemen and myself. One of the officers noticed the young man and instructed him to move on. The youth replied, I am waiting for the bus, the officer then told him to walk down to the next block to catch the bus. However, this young man was persistently stating "I can see it better from here."

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BY Renault Robinson, Executive Director

Minority personnel represent an untapped source of police manpower. Most police agencies throughout the United States have never had an active minority recruitment program. Most police agencies traditionally have restricted the number of minorities within their department. Minorities have never been promoted or assigned on an equal basis with whites. Most major cities however, have large minority populations. Employing minority members as police officers would aid the entire community in its efforts to understand, respect, identify, and assist its police department. Minority police officers can provide insights into their communities which would be unavailable to white police officers.

Almost all major police agencies maintain that they have no official or arbitrary barriers, cultural or institutional, that discourage qualified minorities from seeking employment as police officers. However, most major police departments have very low numbers of minority members and none have numbers equal to the minority population of the general community in which the police department serves. Most police agencies state

that they engage in positive efforts to employ minority group members; however, most selecting standards used by the average police department tends to reduce the actual number of minority group members hired. The standards have been the subject of many lawsuits charging racial discrimination, and as a result the general rule of thumb, which has developed because of recent court decisions involving racial discrimination in the hiring and recruiting of minority police officers, has established that a police agency should take affirmative action to achieve a ratio of minority group employees that approximates that minority proportion in the general population. This rule of thumb is fast becoming the law of the land.

Selection standards for recruitment of police officers, have always been a stumbling block in recruiting minority members. Innocuous standards, traditional in the selection of police officers, in many cases bear little relationship to the actual job requirements of being a police officer, however, they tend to disqualify minority applicants at a much greater rate than white applicants. Overly stringent standards regarding physical health are a good example. In many cities for instance, physical deficiencies such as flat feet, slightly overweight, and vision are used

to disqualify minority applicants at greater rate than whites, yet many of these standards have not been found to be hindrances to properly performing the job of police officer. Police agencies should analyze what police officers really do and set standards accordingly. Many physical standards could be downgraded slightly and not reduce the quality of police recruits.

At all times primary consideration should be given to employing the best qualified candidate available, however, ethnicity plays a role in qualifying the candidate for police service. The ethnic makeup of a community should be viewed policies. Standards for selection of police officers should not be lowered in order to attract minority candidates. If recruitment procedures fail to attract minority candidates from who qualified applicants can be selected new recruitment techniques should be utilized, but selection standards should remain high.

In recruiting minority applicants difficulty often arises because of the distrust and resentment toward the police in minority communities. This must be overcome if police departments intend to successfully recruit large numbers of minority applicants. It is not enough for police departments to just state that they are seeking more minority police personnel.

The best method of overcoming distrust by the community is the end result of the police departments recruiting efforts. If minorities are actually hired in large numbers then the community will be less suspicious of a minority recruitment drive. In most cases, however, most minority recruitment drives are nothing more than public relations gimmicks and ways in which federal funds can be spent on programs doomed to fail because of the lack of real intent on the part of police executives to really recruit minorities. In other words, phony recruitment efforts sap federal resources, achieve high P.R. value for police departments, but recruit very few minority officers.

I believe that a standard for general recruiting for a police agency should consist of a variety of recruitment activities, not solely administered and controlled by the police agency itself. I suggest this standard primarily because in the past police agencies, in conjunction with Civil Service Commissions or other governmental personnel agencies, have not been successful in recruiting sufficient numbers of minority group applicants. The cooperation of minority community leaders and civic organizations are extremely necessary if the community is to be convinced of the sincerity of the police department's recruiting efforts; therefore, their use in an official capacity as minority

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Police recruits should be hired in accordance with the racial makeup of the community that the agency serves. Police candidates should be recruited from varied ethnic backgrounds that are contained within the service area and as a goal, it should reflect similar percentages within its ranks.

Is the residency requirement - a help or hindrance to minority recruitment?

Residency, as a pre-employment requirement, should not be eliminated because in areas of high minority concentration, minorities would become the chief source or pool from which applicants would be drawn thereby assuring a higher level of minority participation in the Police Dept. In other words, dropping the residency requirement allows the Police Dept. which serves a heavily populated minority community to discriminate.

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Adjusted cost  
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Date: Saturday,  
September 21, 1974.

Time: 12:00 Noon

Location: Purple Wall Lounge  
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3855 West Chicago Ave.

Topic: Lawsuit in Review  
C.R. Complaints  
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7126 SOUTH JEFFERY  
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"BLACK"  
POWER  
THROUGH  
THE LAW

## WHY THERE IS NO RESPECT OF BLACK SUPERVISORY PERSONNEL BY THEIR SUBORDINATES

By Ptl. Jerry Crawley

Sometime ago I was engaged in a conversation with a white policeman and during this conversation a particular black captain became the subject of conversation and the white officer remarked "Because of their actions we (white officers) do not respect black supervisors and you black officers) can't." Possessing some idea as to whom and what he was alluding to, I demanded an explanation as to why and how he had come to that conclusion; whereby he then made the contention that he had repeatedly seen how black supervisory personnel subjected black officers to very stringent supervision and discriminate discipline while white officers were subjected to little or no supervision or discipline by these same black supervisors.

This recollection now brings to mind a black captain who has recently been promoted to District Commander. When the rumors began circulating that this

captain was to be assigned to a dist. where discontentment and low morale were silent and ever present partners of it's black personnel during the tenure of the two previous dist. commanders (black); the consensus opinion voiced by older black officers was that he the newly named dist. commander was not ashamed of his heritage; did not turn a deaf ear to the problems and wishes of black officers; had incurred the wrath of upper echelon police dept. personnel because he was not condescending when harassed by white superiors and above all displayed some semblance of fairness and concern in his dealings with black officers. If any or all of these opinions are a true depiction of this captain; then maybe just maybe, he can serve as an example to other black supervisory personnel and

and that long overdue awareness among these people will have finally arrived, because at this time it is virtually nonexistent.

HERE'S HOPING!!!

## ABUSE PERPETRATED UPON BLACK POLICE OFFICERS BY THEIR WHITE COUNTERPARTS

Is it possible in this day and age for black police officers to be physically abused; i.e. kicked, beaten, and even shot while in police stations and have the perpetrators of these atrocities be their white counterparts with no disciplinary action being initiated against the perpetrators? You say "No this is not possible". Well Brother it is possible and did happen to three black police officers in the Chicago Police Department's notorious 5th District and if you were not aware of it; either you have been a police officer less than 2 yrs. or are you one of those selected few who still think that the police department is the best thing since apple pie and do not concern themselves with the events involving other black policemen. If you fall into

the last category; it's sad because one of these days it could very easily be you who will be subjected to these same abuses. Some of the occurrences which led to these abuses are; allegedly sleeping in your private car, verbally stopping a young racist white police officer from discriminately beating a black youth because of a complaint from a white merchant and as in the case of the black police officer who was shot, no known reason as yet has been established. So you see they (white police officers) really do not need a reason (valid or not) to perpetrate these abuses on you.

As you are permitting these incidents to become a permanent part of your memory remember these essential facts, these officers who were the victim of these incidents were: black, in full police uniform, inside of a police station and it was known that they were current Chicago police officers.

Now it would seem that the physical and subsequent mental anguish that these incidents caused these grown men who just coincidentally happened to be black policemen would have assured them of no further anguish; but this was not to be. One of these officers was suspended immediately, indicted, fired, and is still being prosecuted in an all out effort to put him in the penitentiary for aggravated battery and related charges when in fact he (the black officer)

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JUNE 1975

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



**SPECIAL ISSUE**

## THE AFRO-AMERICAN PATROLMEN'S LEAGUE

**VS.**

## THE CITY OF CHICAGO & THE CHICAGO POLICE DEPARTMENT

### PROFILE

### Sims testimony

IN SEPTEMBER 1970 the A.A.P.L. filed suit against the City of Chicago and the Chicago Police Dept. and charging discrimination in hiring, promotion and discipline of Black and other minorities. The suit also charged harrasment of officers and members of the A.A.P.L. The first part of the case is history. After years of shifting the case to the docket of one judge then another, it finally came to rest and was heard by Federal Judge Prentice Marshall, U.S. District Court, Northern District of Illinois.

In November 1974 Judge Marshall reached a decision in the case after a lengthy trial. Judge Marshall handed down a 39-page polished decision finding the city of Chicago and the Chicago Police Dept. guilty of discrimination against Blacks, Latins, and women in hiring. This is a landmark ruling the first time a major city in the U.S. has been found guilty of discrimination. Judge Marshall's ruling will affect hiring practices of public employers throughout the nation.

(continued on page 3)

**PREFACE:** George T. Sims, the Chicago Police Department's deputy chief of patrol, this week gave some of the most explosive testimony in U.S. Judge Prentis Marshall's courtroom, where the City of Chicago is on trial for practicing discrimination within its police ranks. Sims, fully aware that he jeopardizes his position as one of the highest-ranking black officers in the department, nevertheless let the facts speak for themselves, including the astonishing revelation that Supt. James M. Rochford, in full view of almost the entire black high command personnel, once compared the Afro-American Patrolmen's League with being "in the same category with the Ku Klux Klan." Following is a condensation, of Sims' testimony, reprinted verbatim from the court transcript. The questions are put to Sims under cross-examination by Frank Cicero, attorney for the League.

**Q.** Did Mr. Robinson ask you to participate in the formation of the Patrolmen's League?

**A.** He did.

**Q.** And what did you tell him?

**A.** Well, No. 1—

**MR. PHELAN:** Excuse me, I think this goes beyond the direct, your Honor, and if Mr. Cicero wishes to call this witness on direct, we have no objection to that.

**MR. CICERO:** Well, your Honor, this witness—

**THE COURT:** Overruled. He may answer.

**BY MR. CICERO:**

**Q.** What did you tell him?

**A.** I told him, No. 1, I couldn't join because the name itself, Afro-American Patrolmen's League, excluded me. I was a commander.

**Q.** And was that because of the "Patrolmen's" classification?

**A.** Yes, they excluded any persons other than patrolmen by their philosophy and concept and it was deliberately done.

**Q.** All right, did you tell him anything else about his prospective organization?

**A.** At that time, no, because they had not formed it.

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# IN THE NEWS

THE CHICAGO POLICE DEPARTMENT

# IN THE NEWS...

## New Police Exam

THE CIVIL SERVICE Commission has announced an Examination for the position of Patrol person with Chicago Police Department. The announced date of the Exam is April 19, 1975. Closing date for accepting Applications was April 4, 1975. A \$3.00 fee is charged to take the Exam. Applications are available at Rm. 1100 City Hall and from Neighborhood Recruitment Center. For further information call the Civil Service Comm. 744-4890.

There is a cloak of suspicion surrounding this Exam. In a Ruling by Judge Marshall in November of 74, he ordered the city to discontinue using test of the type used in the 1971 policemen Exam. In words of Judge Marshall the Exam discriminates against Blacks, latins and Women. Judge Marshall cautioned the city not to announce any exam for Patrolmen until he has time to determine that a new exam isn't just a new version of the old exam but one that will not be discriminatory.

At this time Judge Marshall has not Ruled that the city has developed such an exam. Again it appears that the city of Chicago is attempting a Power Play. They are playing on the emotions of the people of Chicago. Faced with the dismal Employment market the city is expecting Thousands of applications for the exam.

Ramifications of this action on the part of the city are numerous. It's effort to pressure the court into allowing them to use a questionable exam thus nullifying whatever good has come out of the hearing to date. Judge Marshall has given the city leave to hire police office under a procedure outlined by the court. This would provide relief for the shortage of Police Officers. It would also allow the hearings now in progress time to reach an equitable conclusion. If the city persists with these pressure tactics its only going to result in undue hardships for thousands of people.

I wonder why the city is so anxious to short circuit the court proceedings? Could it be they're afraid of the fair exam?

## Does Rank Make A Difference?

by Howard Saffold

For a long time black officers have maintained a posture that once one of our members became a supervisor the relationship, if any existed, automatically became a thing of the past. Our ability to grow as a group (all ranks) has been seriously impaired as a result of this unnecessary division. I'm sure most of you can recall an incident wherer you personally, or someone you know was subjected to unfair treatment by a black supervisor, merely because he didn't want to give the impression that he was showing any favoritism (joke). This action was usually investigated and condoned by his supervisors, (always white).

Over the years it has caused us to have little or no respect for our black supervisors. The League decided to invite The Black Upper Echelon to our monthly meeting to open some fresh lines of communication between them and the troops. This same opportunity was utilized to request our brother organization, The Guardians, and it's president Sergeant Arthur Lindsay, to also attend. Responding to our invitation to attend were Deputy Supt. Sam Nolan; Deputy Chief George Simms; Commanders Erskine Moore (2d), Fred Rice (7th), and Robert Williams (11th).

The kind of dialog that held the participants long after the meetings were adjourned, was very rewarding. For the first time since I can remember, men who just happened to have blackness and occupation in common were actually sharing views without too much fear of possible repercussions.

Without going into detail about who said what, we were very gratified at the frankness displayed by our top Black Command personnel.

When we consider the responsibility and risk involved in our jobs, we soon realize

that we cannot afford the luxury of allowing division amongst us few.

The Meetings can be the method we use to exchange the kinds of information that is so vital to our effectiveness as policemen as well as Community members. Watch for the next meeting notice. Come and share your views.

WE NEED US .....

## Rochford ♦♦♦♦ Appoints Sergeants

IN A RECENT publication of Pax 501 Supt. James Rochford announced his plan to appoint "Temporary Sergeants," to the Chicago Police Force. In his statement Supt. Rochford summarized that this action was necessary based on the critical shortage for sergeants. The deficiencies are the result of reassigning men from nonessential duties presumably to more essential duties requiring the need for addition supervision. In addition to the fact that it has been almost two years since the last promotions to the rank of sergeant were made.

The process of selecting new sergeants is a rather interesting one. Initially an applicant has to have a minimum of five years seniority with the department. Here the point is raised that there is a difference between five years experience as a police officer and being appointed to the department five years ago. The difference being an officer appointed five years ago could have a year or more time on leave. Even more interesting is why five years as opposed to three years or seven years seniority?

All applicants will be evaluated by a special board selected by the superintendent composed of 3 people, 2 police, and 1 civilian. The selection

(Continued on pg. 3)

process will involve an evaluation of applicants on a criteria established by the Superintendent. The area covered was not mentioned which leaves ample latitude to include or exclude any applicant for almost any reason.

Supt. Rochford concedes that the final determination will be his and although the appointments are temporary, performance of the acting Sgt's. will be taken into consideration in competition for permanent promotions to that rank.

Obviously a number of questions need clarification before we can rule on the fairness of the appointment system.

Promotion procedures have not been equitable in the past. Let's hope our Law suit will make a difference this time.

Fifty-two blacks were among the 176 officers selected as temporary sergeants because of the "serious shortage of intermediate (supervisory) personnel."

In a news release, Superintendent Rochford said the sergeants will be sworn in today in a general assembly session in McCormick Place. To prepare them for their new duties, the officers will immediately undergo four weeks of intensive training at the police academy.

Rochford was prevented from making the appointments permanent because of federal court suits by the Afro-American Patrolman's league and others accusing the police department of discrimination in hiring, promotion, assignment and disciplinary practices.

In a recent Chicago Defender interview, Renault Robinson, executive director of AAPL, called the appointments a "gesture" in the right direction.

Several appointees are relatives of police officials, including James B. Conlisk III, son of former Supt. James B. Conlisk; William J. Benes, husband of Gloria Benes, Rochford's personal secretary; K. M. Hanhardt, sister-in-law of Shakespeare District Commdr., William Hanhardt; and William N. Johnston, son-in-law of Capt. Thomas Frost, deputy chief of traffic.

Anticipating criticism some of the appointments would evoke, Rochford stated: "It is...significant that the Chicago Police Department developed valid selection techniques for this interim device which were approved and not ordered by the U.S. District Court and which do not have a discriminatory impact on minorities."

Besides the 52 blacks, there were 10 Spanish surname and three women chosen. These include: .....

John G. Capps, William Diaz, Robert L. Digby, Willie Johnson, Robert L. Wilson, Thomas J. Leonard, Howard A. Spooner, Allen R. Watson, K. M. Hanhardt, Terry G. Hillard, Ernest A. Burgin, Andrew Rodriguez, Edwin L. Davidson, Frank Edwards, Earl C. Batch, Maurice E. Brown, S.J. Jackson, Carey H. David, Phillip R. Hayes, John H. Johnson, Alonzo Jones, Roger L. Shamley, Frank A. Butler, Lionel C. Gordon, E.J. Whitfield,

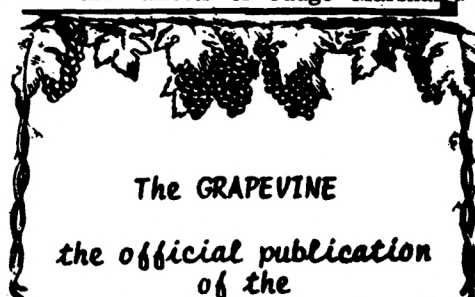
R. Davenport, Vargas Michael, E.C. Harris, Darryll L. Gore, Eddie J. Green, Ralph McKay, L.S. Almanza, Roy Isabell, Nathaniel Reed, John P. Kelly, Edward W. Paige, A.P. Drink, E.S. Franklin, Booker T. Gaiter, Jerry Vaughn, Ivan Jefferson, George Owens, Venero Martinez, Henry E. Crump, Larry C. Williams, E.N. Crissia, Ollie Morgan, Manuel J. Perez, R.M. Sepulveda, Kenneth Brown, A.A. Metoyer, William J. Harper, Louis Thompson, Samuel D. Low, Juan Reyes, Myrten E. Byrd, Eugene Nelson, E. Robinson, F.E. Michaels, William T. King, Thomas Jackson, Hubert Holton Carole P. Allen, and Frank E. Guerra.

## PROFILE

Continued from page 1

Essentially the affect of the ruling is elimination of all qualifications, tests, standards, and procedures which are not job related and which disproportionately exclude Blacks, Hispanics and women from employment with Chicago Police Dept. Discard the use of efficiency ratings as a standard for promotion to sergeant because the system has a racially discriminatory impact. Discontinue the term "Patrolman" replace it with "Patrol-Officer", or "Patrol Person." Order that women be hired, recruited, and assigned on an equal basis with men.

Further affects of Judge Marshall's



### The GRAPEVINE

the official publication  
of the  
Afro-American Patrolman's  
League

7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.

\*\*\*\*\*

EDITOR.... Frank K. Lee

EXEC. DIR.. Renault Robinson

PRESIDENT.. Howard Saffold



## Boy! What Great Detectives We Have!

RECENTLY TWO Chicago Police officers were the recipients of a great amount of praise for their role in solving a 24 yrs. old murder case. The two officers employed a number of unconventional methods as they traced the prime suspect locating him out of the state. After going thru thousands of names in the telephone directory both local and out of town the search centered on the suspect. With further assistance from a computer the officers successfully located two witnesses to the incident.

Hopefully these officers or others like them will hoin us in another murder case. The facts of the case are as follows: The victim is Michael Gilmore 18 yrs. old at the time he was killed. The scene was the 7800 block of South Sangamon at about 8:00 P.M. Witnesses to the murder described the offender as being a white male wearing the uniform of a Chicago Police officer who fled the scene in a blue and white Chicago Police squad car. Witnesses also supplied numbers of the vehicle used in the getaway in addition to identifying the officers involved.

Perhaps you're saying to yourself that this case should be easy to solve, and it should be. If you were to change two facts in the case it would be open and closed. Simply make the officer black and the victim white. Unfortunately the facts are as stated. The result is that two white officers got transferred to "Less Sensitive Duties," and investigators are out looking for the projectile that has either been found and destroyed or probably will never be found. What about the eye witnesses? Well, unfortunately blacks are not credible witnesses against white officers.

Remember there is a case on file with the Chicago Police Department involving a shooting where the offender was a white police officer and the victim was a black officer, both worked in the same unit and absolutely nothing was done about it. The shooting occurred in the police station.

The point I'm making is that with all the good police work and the use of computers and the aid of modern technology, a white boy can't be convicted of shooting or killing blacks. Perhaps it's not a crime for the white police to shoot blacks. Based on the rate of convictions of white officers it couldn't be.

I am actively seeking a solution to the problem and I need your help. Any help by way of suggestion, advice, or assistance will be appreciated. Something is going to have to be done.

Frank Lee



# Sims testimony

Continued from page 1

## UP THE LADDER

**Q.** At what time—strike that.

You said that you had several conversations over a period of time, some of them apparently very informal, with Mr. Robinson about the organization that he was forming; did there come a time when you had a more serious conversation, if I can describe it that way, where he actually outlined to you or someone outlined to you what the goals were of the Patrolmen's League?

**A.** Yes.

**Q.** When was that?

**A.** I think when they had their first public meeting to gain support and membership and it was held during the summer, I think it was late summer of 1968 on 79th near Champlain in a restaurant.

**Q.** And did you attend that meeting?

**A.** Yes, along with other persons, yes.

**Q.** And was it at that meeting that you heard the goals of the League described, or did Mr. Robinson talk to you about that prior to the meeting?

**A.** Well, he and (Edward) Buzz Palmer and many other persons talked to me and to others about the goals and the purposes of the organization.

**Q.** How did you happen to be at that meeting?

**A.** At that time Jack Cole was my driver—he worked with me in Fillmore—and Lester Cole was president of the American Negro Police Association. He had been invited, and the other fellow that worked undercover for me, (name deleted), had been invited. And since we were together, they said, "Come on Boss, take a ride out with us to the meeting." And I went to the meeting. I wasn't invited per se, but I was consulted by Renault and some of the formers of the organization, so I just went in on an invitation to the meeting.

**Q.** Now, you testified, in talking about the various organizations which were in existence at the time you were discussing forming the Guardians, that you believed that most of them, if not all of them, were in some respects or another a polarizing factor in the Department; is that correct?

**A.** Yes, I did.

**Q.** Did you ever talk to Mr. Robinson and tell him that you believed that the Patrolman's League was such a factor?

**A.** Yes.

**Q.** When did you have that conversation with him?

**A.** We had several, but the most critical period was in the period just before the Guardians was formed. And that was, I would say, in the year 1969, toward the tail end of 1969.

**Q.** What did you tell Mr. Robinson about the Patrolman's League in that respect?

**A.** Well, I told him and others that were members of their group—when I say their group, the Afro-American Patrolman's League—that it was my opinion that if they continued to rock the boat, so to say, or to make utterances and/or comments that was embarrassing to the police department, which I reminded him was a semi-military organization, that they could expect serious consequences; that they probably would experience a lack of job security, and their goals and aspirations would be not met, and that their efforts would probably be ineffective in bringing about the desired results.

**Q.** Can you fix any more precisely than you have, sir, when the earliest time was that you made such remarks about your opinions to Mr. Robinson or to anyone else who was involved in the formation of the Afro-American League?

**A.** Well, I could specifically indicate a series of meeting that were held out at the University of Chicago, at the School For Continuing Education, and these were weekly meetings. The hierarchy of the Chicago Department as well as community participation was encouraged. I was sent a specific invitation. I believe the Director of Training, Mr. McCann, came to represent Superintendent Conlisk.

Superintendent Conlisk was invited but he was represented by the Director of Training, Robert McCann, who was the keynote—or opening speaker at this seminar or conference. It was a weekend-type conference that went into several weeks.

State Senator Newhouse, Commander Miles, myself—

**THE COURT:** Commander whom?

**BY THE WITNESS:**

**A.** Miles, Harold Miles, and many, many—we were the only two commanders that I can recall.

Deputy Superintendent Nolan also attended some of the sessions. And, of course, we had an opportunity during the buzz sessions and during the dialogue sessions to communicate our feelings, and I was called upon and I stated to the organization that where I could subscribe to their particular philosophy, that there was a need for sensitizing white officers, that if the City of Chicago could spend thousands of dollars to send command people to Puerto Rico to learn about the mores and culture of the Puerto Rican and Spanish or the Latin-speaking people in an effort to reduce friction and conflict, that I could see that a valuable assistance could be given by black officers at no charge, if it was accepted, to help the department to understand the largest minority group in this city, thereby hopefully bringing about meaningful dialogue between the black community and the police department.

And that if the Afro-American Patrolmen's League could sort of soften their position and not turn off the white officer, or the white administrator, that maybe they could be a valuable aid in solving one of the most crucial problems in the City of Chicago, which was the lack of real meaningful police community relations and understanding between the races.

And I alluded to the Kerner Commission Report at the meeting, that the community was becoming more polarized. We have two cities, one black and one white, and I was an outspoken critic of this segregationist-polarization attitude, and nobody that knew me doubted the fact that I meant it.

And I told these fellows that if they would change their stance and work within the existing policies of the department, and make their membership open to all members of the department, that I would use my influence to assist them in organizing.

**Q.** And you stated that in one of these conversations—or at some point in 1969, you expressed your opinions to Mr. Robinson and perhaps others about what you thought might occur, the consequences and so on, as a result of their comments and so forth.

Prior to the time that you expressed that opinion, had you had any conversations of any kind with any command personnel of the Chicago Police Department where their comments were in any way a factor in you reaching the opinion that you expressed to Mr. Robinson?

**A.** Yes.

**Q.** With whom had you had such conversations, and when?

**A.** Well, first, I can recall that it was about two weeks before I went to this meeting that I described just then about the—

**Q.** At the Center for Continuing Education?

**A.** At the Center for Continuing Education.



# Testimony

(continued from page 4)

Q. Yes, sir. Go ahead.

A. There was a meeting called by the Superintendent of Police, and in attendance at that meeting was several command officers, and I was one of those command officers.

Q. Where was that meeting held?

A. At police headquarters.

Q. And who all was present?

A. Well, that's a long time ago, but I can recall that Bob Harness was there—he was the Commander of the 2nd District; Bill Griffin, Commander of the 3rd District, was present; Harold Miles, the Commander of the 7th District, was present; I was the Commander of the 11th District, I was present.

Julius Watson, Captain of Police, was present. Sam Nolan, Deputy Superintendent—I think he was the Deputy Chief at that time of the Community Services Bureau, was present.

Bob Williams, who was the Director of Human Relations for the Department, was present; Buckney, who was a lieutenant at that time, but he was the Commander of Gang Crimes, was present; Clarence Braasch, who was the Commander of the 18th District, was present; John T. Kelly, the Chief of Patrol, was present;

John Mulchrone, First Deputy Superintendent, Bureau of Inspectional Services, was present.

James M. Rochford, who was then the First Deputy, or the Deputy Superintendent, Bureau of Operational Services—I can't recall whether he was First Deputy then, I believe he was First Deputy—he was present.

There were others in the room. The room was full. It was the board room of the Police Board.

Q. Now, you said that this was called by the Superintendent who was then Mr. Conlisk, correct?

A. Right.

Q. Was he present at the meeting?

A. No.

Q. Who presided over the meeting?

A. Superintendent Rochford.

Q. Was a purpose of the meeting expressed when the meeting was called?

A. No.

Q. Was a purpose of the meeting expressed by anyone when the meeting was convened?

A. Yes.

Q. Who expressed the purpose and what did he say?

A. The superintendent, in his own quiet, efficient manner, indicated that—

Q. Now, who are you referring to, sir?

A. At that time we are talking about Superintendent Rochford.

Q. All right, fine.

A. I called them both. We are talking about something when he was the Deputy Superintendent.

Q. I just wanted to have it clear who you were referring to.

A. Deputy Rochford at that time, now Superintendent Rochford, opened the meeting and said that he called it at the behest of Superintendent Conlisk, and that his purpose in calling the meeting was to decide with the quiet, intelligent leadership present, how to deal with the unprofessional or the—the exact words—we didn't take notes, but the way it came through to me was that we had a group that was going to the press, going to the newspapers, writing articles, creating situations, criticizing the department in the same context as Billy Mitchell and the war, creating embarrassment for the police department, and they wanted to know what could be done. And the meeting was called for the purpose of trying to determine how best we could handle this situation.

Q. What group was he referring to?

A. The Afro-American Patrolmen's League.

Q. And did he refer to it by name?

A. It was referred to by Deputy Superintendent (John) Mulchrone, who was in charge of the Intelligence Unit and the IAD, and also he was the advisor to the Superintendent on matters pertaining to the Afro-American Patrolmen's League.

Q. All right. After—

THE COURT: I think we will recess, Mr. Cicero, until 9:00 tomorrow morning.

George T. Sims, Jr., called as a witness by the defendants, having been previously duly sworn, was examined and testified further as follows:

## CROSS EXAMINATION (Continued)

BY MR. CICERO:

Q. Good morning, Chief.

A. Good morning.

Q. Mr. Sims, when we concluded yesterday afternoon you were talking about a meeting at central headquarters that was called by the Superintendent, and which you placed, you thought, at some time in 1969, and you placed that, I believe, by reference to some seminar sponsored by the Afro-American Patrolmen's League, and if I am correct, you stated that the meeting at central headquarters was a couple of weeks prior to the commencement of those seminars, is that correct?

A. Yes, I stated that in reference—I am not sure, but I believe it was approximately two weeks prior to the seminar.

Q. Right, and you were not sure of the date of the seminars. You don't recall when that was, is that correct?

A. No, I do not.

Q. I would like to show you, sir, a news clipping from the Daily Defender of Monday, January 13, 1969, which refers to certain seminars, and ask if those are the seminars you referred to and if that refreshes your recollection about when those seminars were held?

A. Yes, I remember the picture and I believe these are the seminars.

Q. And that is a picture of yourself there in that article, is it not, along with Commander Miles and Senator Newhouse?

A. That is correct.

Q. And does that refresh your recollection that those seminars were held—or the first one referred to in this article was held some time early in January of 1969?

A. That is correct.

Q. So that the meeting you refer to in the—called by the Superintendent would have been either late 1968 or very early 1969, correct?

A. As nearly as I can recall, that would be correct.

Q. Now, you told us yesterday that the meeting was chaired by the then First Deputy Rochford, and you named some of the people that were there and said, I believe, that the room was full; can you tell us approximately how many persons were present at that meeting?

A. We were in the board room and, of course, the board room was full. It is not a large room. It was approximately, I would say, more than a dozen, because—I am sure that all of the—I am sure the black officers, because there were not too many of us, and all the command black officers were present, and there were approximately an equal number of command officers, white, also present, so I would say that there must have been a dozen or possibly 15 at the meeting.

Q. All right, now, you named certain names for us yesterday of persons that were present, and I am not sure if you recall who all those were and I am not going to go back through the list at this point, but I wonder if as you sit here today you recall the names of any other persons who were present at that meeting in addition to those that you named yesterday?

# Sims testimony

A. I am not sure, but I believe Deputy Superintendent Madl, M-a-d-l, I believe he may have been present also.

Q. Do you recall anyone else?

A. There have been so many different meetings, I don't want to guess, and I am not sure who else was present.

Q. All right, fine.

Now, you explained yesterday how Mr. Rochford, who was chairing the meeting, expressed the purpose of the meeting at the outset of the meeting. After he did that, what happened next?

A. Well, actually, I attempted to sit on the entire left of the room because I was suspecting that the Superintendent would call on each of us to make comments and I didn't want to lead off, as was the normal situation. Generally I had to lead off and I was hopeful that I would get an opportunity to hear comments made by everybody else before I spoke, but as luck had it, I had to lead off anyway, so the first question was directed to me and—

Q. Who directed a question to you?

A. I don't recall whether it was Superintendent Rochford or whether it was Deputy Superintendent Mulchrone, but it wasn't a formal type environment, it was primarily an informal discussion, and the first comment was directed toward me in the way of, I believe Rochford made the comment, I am not sure, but he said, "We have a problem with the Afro-American Patrolmen's League and members of the League, particularly Renault Robinson." I think at that time he was writing some articles in one of the daily papers, The Chicago Defender.

He had made some utterances on radio and at some public meetings, and it was viewed as a violation of one of our orders prohibiting panel discussions and/or critical comments about the department or the members of the department without first clearing these comments and/or panel discussions with the Superintendent's aide, at that time I think it was Sullivan.

Q. Frank Sullivan?

A. Frank Sullivan.

Q. Was that view expressed by someone at that meeting?

A. Yes, it was part of the agenda.

The other part of the agenda, of course, was stated by Mulchrone. He felt—he said, "George, you 'are vacillating.'" He said, "Don't you think the Afro-American Patrolmen's League is in the same category as the Ku Klux Klan which you had helped us to eradicate from the ranks of the department?"

And I took exception with that comment because I said, "The Afro-American Patrolmen's League, to my knowledge, are a bunch of young fellows who probably are flirting with discharge from the department because of their disobedience to existing orders, their indiscretions, their attempts to speak for all of the black police officers, thereby creating an unhealthy working environment," I said, "but the Ku Klux Klan has a record of murder, rape, they put white sheets on and they kill people. They have been classified by the FBI as subversive or an un-American organization and their history is loaded with all types of illegal behavior, and I can't see or know of any illegal acts committed by the Afro-American Patrolmen's League."

Q. Let me go back for just a minute, if I may, Chief. I want to come back to the subject you were just talking

about in a moment, but first, you said that some general or informal question was addressed to you and apparently you responded to that, is that correct?

A. Yes.

Q. What did you say in response to the initial question that was addressed to you?

A. Well, I indicated that I was unready to make any comments about an organization that I had very little knowledge of.

I told the Superintendent, the then Superintendent Rochford, that had he circulated an agenda we could have come prepared to make intelligent discussion on the topic, you know, of the agenda. However, since we had not been previously alerted to what the meeting was going to be about, that I came unprepared to discuss the Afro-American Patrolman's League because I didn't know to what extent they were organized within the Department, how many members they had, and whether their influence in the Department was as great as it was inferred by the persons at this meeting.

I suggested that possibly what we ought to do is to adjourn the meeting and have an opportunity to go back and find out what influence, if any, the Afro-American Patrolman's League had on dissidents or any problems that related to police department personnel affairs.

Q. Now, after you made your initial comments, you said that Deputy Mulchrone made certain remarks, and I gather they were in response to your remarks, is that correct?

A. Yes.

Q. Can you tell us, as best you can, in addition to what you have already said, what, if anything else, Mr. Mulchrone said at that meeting?

A. Well, I took exception, as I say, to his comment that he was saying that he felt that the Afro-American Patrolman's League was just as bad as the Ku Klux Klan. In other words, if you recall

back during that period the Ku Klux Klan had been identified as being members of my command, although they were not all assigned to the 11th Police District. The papers said that they were all members of the 11th Police District, inaccurate, you know, news presentation, because they were scattered throughout the Department. But the expose of the Ku Klux Klan came as a result of an investigation that was generated or started by my command, personnel from my command. They infiltrated and worked with the Department on the expose of the Klansmen. Over my objections the Klan was publicized. We attempted to get these fellows to resign without public recognition of their presence in the Department. I saw this as being harmful to relationship of good police officers with the community if this expose was made.

Q. And that was the reference that Mulchrone was making to your participation in routing out the Klan, is that it?

A. Yes, he told me that, "Since you have been such a prime mover in that regard, don't you feel that the Afro-Americans are similar as far as their behavior and their attitudes of concern?"

And I took exception, I said, "No, I can't see the parallel between the two organizations."

Q. Now, in addition to what you have already told us, what else, if anything, was said by anybody at the meeting?

A. The general gobbledygook and rhetoric that took place at meetings where there was no structured agenda. People were evasive. Most people kind of admitted that they knew nothing about the Afro-American League. In fact, the white officers said, "The only thing we know about it is what we read, and the comments that we have heard from Renault," who was the spokesman at that time, who was the primary

(Continued)

# RENAULT ROBINSON

## RENAULT ROBINSON

Robinson is Chicago's finest black cop. The evils of racism can't make him stop. White racists tried to take his job away. But he was restored to active duty in May. He formed the A.A.P.L. in nineteen sixty eight.

I ask myself what is the A.A.P.L. fate..... Will black policemen stand united to the end

or will they bow to white racism again? Robinson can't conquer racism by himself. He is going to need the support of someone else.

Whether the A.A.P.L. continue to rise or fall

Renault Robinson will still stand tall.

# AAPL

## DUES--DEDUCTION CARDS

THE A.A.P.L. is seeking the cooperation of the Chicago Police Department so our members will be able to have their membership dues paid by payroll deduction.

Payroll deduction is a fairly simple process that works in the following manner. A Police officer signs the A.A.P.L. membership dues deduction card. This states that the member authorizes the Police Dept. to take two dollars out of his salary to be paid to the A.A.P.L. as his membership dues. The two dollar deduction is taken from each check. The total yearly deduction will be Forty Eight dollars.

Payroll deduction simplifies the membership process you simply need fill out and sign the card, return to the Dist. Representative. The League has been interested in this convenience for years and the department would not afford us this courtesy. For a long time white organizations have had it and if we are successful, let's take full advantage of it. We are expecting 100 percent black membership.

In addition to Dues Deduction we have scheduled an insurance program covering the members, a legal representation program where the A.A.P.L. attorney will be available for consultation and representation.

## 3RD Annual National Black Police Association Convention Boston, Mass. October 10-14,



THE NATIONAL Black Police Association will hold its 1975 convention in Boston, Mass. in October. This will be the 3rd annual convention sponsored by the N.B.P.A.

Last year's convention was held in Los Angeles and was a great success. Guest included: Mayor Bradley and Mayor Gibson to mention a few. Past conventions have been attended by such notables as Mayor Jackson of Atlanta, Ramsey Clark, former attorney general of the U.S. and Godfrey Cambridge. This year's convention will be even greater than those of the past.

Reservations are now being taken for the Boston Sheraton site for convention "75". Member organizations from all over the nation are making preparation to attend. We have only a certain number of accommodations allotted for Chicago. Don't delay come into our office and make your reservations now before it's too late.

We have convenient pay plans that will enable you to pay on installment bases. Also charge card arrangements. Put in for time due now, begin saving enough time to attend.

Remember that Oct. 10-14 Boston, Mass. Reservations: A.A.P.L. - 7126 S. Jeffery - 667-7384 - ask for Miss Evans.

## AAPL Salutes

CONGRATULATIONS TO the Phillips High School Basketball Team 1975 Class AA Champs. To Coach Brown, members of the Phillips basketball team, teachers and students we salute you.

The success of the basketball team has to be the result of a combination of positive factors present at Phillips High School. Many teams have represented Chicago in the Illinois High School Basketball Tournament but none more determined and disciplined than Phillips.

Chicago has a wealth of basketball talent at the high school level. It takes the knowledge and commitment of a man like Coach Brown to mold raw talent into a polished championship team. Phillips defeated a good team from Bloom for the title. I am sure that we will hear more from both teams in the future.

(Continued from page .6)

spokesman, and he spoke through the newsletter that he published, and also he spoke through some of the public statements that he made on television panels and radio shows, talk shows, things of that sort.

Q. Now many of the people present in the room made some comments during the meeting?

A. Before the meeting adjourned, I'm sure everybody made some comments. Since then I have had the opportunity to talk with many of them, and their memories are not too good. They can't remember.

Q. You have talked with them about this meeting since that time?

A. Yes.

Q. Do you recall the substance of anything else that was said by anyone else at that meeting about the League?

A. Yes. I made the statement—I remember my statement, because I can't recall who made the other statements—I made a statement that I felt that any further discussion at this meeting was for no purpose, that if we were going to be professionals, what we should do is to go from the meeting, go back to our commands, make an effort to get the officers of our commands to conduct themselves according to the code of ethics, and if any person, Afro-American Patrolman or a member of any other league or association, conducted himself in a manner that was considered unprofessional, that he should be cited for his action and should be dealt with in accordance with the department rules and regulations, which included separation from the department, or filing of criminal charges if there were any violations of law involved, and that all of us should go and do our homework, and it was accepted, and we adjourned with the understanding there would be another meeting called within a short period

to kind of make a decision on whether or not we were going to deal with the members of the Afro-American League.

Q. Now, in connection with the discussion of what would occur after that meeting, was one of the objectives of the investigation, if I can call it that, but of the evaluation that you said you thought should be conducted, was one of the objectives to find out who the League people were and how many of them there were?

A. My individual objective was to do that. That's why I went to the seminars, that's why I attended their meetings, and I told them that I was there with a dual purpose, No. 1, I was there to find out what they were all about so that I could report back to the Superintendent of Police my observations based on my own interpretations and evaluations. I attended their Board meetings at their request, I attended their workshops that they conducted at their headquarters at 71st and Jeffery, I met with them in caucus or small groups, and I further joined them at the week-end seminars that were conducted from January through probably February of 1969.

Q. Was anything said at this meeting at police headquarters by you or anyone else about you participating in these workshops and other events of the League which were coming up?

A. I don't quite understand you.

Q. Well, you said that approximately two weeks or so after this meeting in the police headquarters, you attended these conferences which we have discussed earlier, and you just said that you—strike that.

Was anything said at the meeting about future attendance by you or by anyone else at these conferences or at other Afro-American League events as an observer to report back to this group?



**Continued**

A. No, because at the time of the meeting, I don't think the knowledge of the conferences and in our possession.

Q. Now, you made a remark—you said earlier that in your remarks in response to the initial comments by Mr. Mulchrone, you referred to the League as being an organization purporting to speak on behalf of all blacks and causing problems because of that.

Was that the same type of polarizing effect that you referred to yesterday?

A. Yes.

Q. Now, with respect to the League and also to the Klan and some of these other matters, was it your position at that time that matters of controversy about the internal affairs of the Department, and so on, were better kept within the Department, rather than being broadcast publicly in the news media.

and so on?

A. That was my stated philosophy at my workshops, and all of my meetings with the men, and with the associations I had been in contact with.

Q. And was that one of the factors in your opinion, or evaluation of the activities of the League and of Mr. Robinson and other League members?

A. That was one of my criteria.

Q. Is it correct that you felt that it was inappropriate for them, as police officers, purporting to be a police organization, to be bringing out in public matters which were better kept and reviewed within the Department?

A. In essence, yes. Actually, I took no exceptions as an individual against their comments, but I did take exception as a command officer of the Chicago Police Department, because their comments were attributed to me as a command officer by members of the hierarchy of the Department, and some of the communications held at the meetings and associations, the Captains' Association, to be, you know, particular, there was informal discussions about some of these comments.

Now, one of the things that crystallized it as far as I was concerned is the effort on the part of CBS to do a documentary on the role of

the black police officer in America one year after the Kerner Commission report.

When they came to Chicago, their first stop was to go to talk to Renault Robinson, who spoke for the Afro-American Patrolmen's League. Certain statements were made by Renault.

In an effort to find the veracity of the statements, they checked with the Department for a comment. Superintendent Conlisk deferred to Deputy Superintendent Nolan. Deputy Superintendent Nolan made some comments. Lester Cole was also contacted by CBS, and he made some comments.

CBS was totally dissatisfied with the comments made by Deputy Superintendent Nolan. They said it sounded like Conlisk, and quote "white face."

I didn't appreciate the comment, because it came to me second-handed through Sullivan. Sullivan called me in my office and said it was the desire of Superintendent Conlisk for me to grant an interview to CBS to refute the comments of the Afro-American Patrolmen's League.

I says, "The Superintendent is presumptuous. How can he ask me to refute comments made by Renault, when I don't even know what those comments are? Secondly, the Superintendent has never given me the courtesy of finding out where I stand on these positions, so how can I, if Renault doesn't speak for the black police, how can George Sims be delegated or authorized to speak for the black police?"

And I didn't like this position, and I respectfully requested permission to decline the interview.

I was called back about fifteen minutes later by Sullivan, and he said, "I have conferred with the Superintendent, and it's his desire that you conduct the interviews, give full cooperation." It was an order to me.

Q. Did you conduct the—excuse me—

A. Since it was an order, CBS came over with the cameras, we talked about the black police officers' role throughout America, the black problem, the black crime situation. And I never saw it on the air. We talked for about five hours. They interviewed everybody in my station.

They rode around through the district. But it never was projected on the air.

Q. Now, you stated that—I believe something to the effect that other command personnel attributed the comments of the League to you, and I'm not clear what you meant by that. Was it that you would then be put—you would then be called upon to respond to those comments, or was it that the comments by the League about conditions of blacks, and so on, were attributed as being your feelings also, even though you hadn't spoken out on the matter?

A. When I say "me," I'm talking me plural. Almost every police officer that I knew in this department had either a pro or a con position on the issues raised by the Afro-American Patrolmen's League. We ended up with polarization within our own ranks. We had five police organizations—four police organizations, representing 17 per cent of the personnel of the department. These four police organizations were not in any way communicating with one another.

I felt that the whole issue of polarization in the Chicago department could be best resolved if we could get around the table with officers of different races and different origins, ethnic origins and religions, and sit down and discuss our common problem.

The department had attempted to do just this. They had attempted to bring in all these organizations because they felt it would be more beneficial to the department at budget time, it would be more beneficial in their effort to serve as a unified organization as far as the community was concerned, and at the captains meeting, when this was discussed, I raised the issue, I said, "Why was the Afro-American Patrolmen's League and the black organizations excluded?"

They said, "Well, these organizations were excluded because they are primarily socially oriented, and they are ethnic organizations."

I said, "I think you are naive if that's what you believe. These organizations are not ethnic or social oriented organizations. They are primarily concerned about the nitty gritty

problem of Chicago, and therefore, there should be some dialogue between the black members of the department, not the hand-chosen spokesman, but the real informal spokesmen of the department."

Q. Chief, you just referred to a meeting of captains where this subject was raised, and you raised the question of why the League and other black organizations were excluded. When did that meeting occur?

A. Oh, I can't recall the exact date, but it's sometime during the same period we are talking about, after the meeting in the headquarters.

Q. Sometime in 1969, probably?

A. Yes, because COP and FOP also were making utterances that the department felt they had to quiet down.

Q. Were they invited to the meeting?

A. No, not to the captains meeting, but they were invited to a dialogue conference where they were attempting to bring together these different organizations.

Q. They were invited to the dialogue conferences you were referring to—

A. Yes.

Q. —but the League and other black organizations were excluded, is that correct?

A. They were excluded, and the reason was they were not a police organization as such, but a social type.

Q. Now, you stated earlier that after this initial meeting that we have discussed at central headquarters, you had informal discussions at other times with command personnel about the Patrolmen's League and about black organizations and your feelings about these things and so on.

During 1969 and 1970, prior to the formation of the formal reorganization or formation of the Guardians, which you described yesterday, did you have other conversations with command personnel or exempt rank personnel about the Afro-American Patrolmen's League or its leaders during that period?

A. Not as a topic of discussion, but it came up, yes.

Q. Where would it come up?

A. Because when I got ready to try to bring about this unity of the black organizations, I felt that being a command officer I had the responsibility to report my intentions to my superiors.

So I did request an audience with Superintendent Conlisk. He deferred me to then First Deputy Rochford. I was supposed to be accompanied in this conference by Deputy Nolan and Deputy Buckney and some of the other members of the hierarchy that were Negro. When I arrived at Police Headquarters, I was the only one there.



Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

JUNE 1975

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
667-7384



**SPECIAL ISSUE**

## THE AFRO-AMERICAN PATROLMEN'S LEAGUE

VS.

## THE CITY OF CHICAGO & THE CHICAGO POLICE DEPARTMENT **PROFILE**

### Sims testimony

IN SEPTEMBER 1970 the A.A.P.L. filed suit against the City of Chicago and the Chicago Police Dept. and charging discrimination in hiring, promotion and discipline of Black and other minorities. The suit also charged harassment of officers and members of the A.A.P.L. The first part of the case is history. After years of shifting the case to the docket of one judge then another, it finally came to rest and was heard by Federal Judge Prentice Marshall, U.S. District Court, Northern District of Illinois.

In November 1974 Judge Marshall reached a decision in the case after a lengthy trial. Judge Marshall handed down a 39-page polished decision finding the city of Chicago and the Chicago Police Dept. guilty of discrimination against Blacks, Latins, and women in hiring. This is a landmark ruling the first time a major city in the U.S. has been found guilty of discrimination. Judge Marshall's ruling will affect hiring practices of public employers throughout the nation.

(continued on page 3)

**PREFACE:** George T. Sims, the Chicago Police Department's deputy chief of patrol, this week gave some of the most explosive testimony in U.S. Judge Prentis Marshall's courtroom, where the City of Chicago is on trial for practicing discrimination within its police ranks. Sims, fully aware that he jeopardizes his position as one of the highest-ranking black officers in the department, nevertheless let the facts speak for themselves, including the astonishing revelation that Supt. James M. Rochford, in full view of almost the entire black high command personnel, once compared the Afro-American Patrolmen's League with being "in the same category with the Ku Klux Klan." Following is a condensation, of Sims' testimony, reprinted verbatim from the court transcript. The questions are put to Sims under cross-examination by Frank Cicero, attorney for the League.

**Q.** Did Mr. Robinson ask you to participate in the formation of the Patrolmen's League?

**A.** He did.

**Q.** And what did you tell him?

**A.** Well, No. 1—

**MR. PHELAN:** Excuse me, I think this goes beyond the direct, your Honor, and if Mr. Cicero wishes to call this witness on direct, we have no objection to that.

**MR. CICERO:** Well, your Honor, this witness—

**THE COURT:** Overruled. He may answer.

**BY MR. CICERO:**

**Q.** What did you tell him?

**A.** I told him, No. 1, I couldn't join because the name itself, Afro-American Patrolmen's League, excluded me. I was a commander.

**Q.** And was that because of the "Patrolmen's" classification?

**A.** Yes, they excluded any persons other than patrolmen by their philosophy and concept and it was deliberately done.

**Q.** All right, did you tell him anything else about his prospective organization?

**A.** At that time, no, because they had not formed it.

(continued on page 4)

# IN THE NEWS

THE CHICAGO POLICE DEPARTMENT

# IN THE NEWS...

## New Police Exam

THE CIVIL SERVICE Commission has announced an Examination for the position of Patrol person with Chicago Police Department. The announced date of the Exam is April 19, 1975. Closing date for accepting Applications was April 4, 1975. A \$3.00 fee is charged to take the Exam. Applications are available at Rm. 1100 City Hall and from Neighborhood Recruitment Center. For further information call the Civil Service Comm. 744-4890.

There is a cloak of suspicion surrounding this Exam. In a Ruling by Judge Marshall in November of 74, he ordered the city to discontinue using test of the type used in the 1971 policemen Exam. In words of Judge Marshall the Exam discriminates against Blacks, latins and Women. Judge Marshall cautioned the city not to announce any exam for Patrolmen until he has time to determine that a new exam isn't just a new version of the old exam but one that will not be discriminatory.

At this time Judge Marshall has not Ruled that the city has developed such an exam. Again it appears that the city of Chicago is attempting a Power Play. They are playing on the emotions of the people of Chicago. Faced with the dismal Employment market the city is expecting Thousands of applications for the exam.

Ramifications of this action on the part of the city are numerous. It's effort to pressure the court into allowing them to use a questionable exam thus nullifying whatever good has come out of the hearing to date. Judge Marshall has given the city leave to hire police office under a procedure outlined by the court. This would provide relief for the shortage of Police Officers. It would also allow the hearings now in progress time to reach an equitable conclusion. If the city persists with these pressure tactics its only going to result in undue hardships for thousands of people.

I wonder why the city is so anxious to short circuit the court proceedings? Could it be they're afraid of the fair exam?

## Does Rank Make A Difference?

by Howard Saffold

For a long time black officers have maintained a posture that once one of our members became a supervisor the relationship, if any existed, automatically became a thing of the past. Our ability to grow as a group (all ranks) has been seriously impaired as a result of this unnecessary division. I'm sure most of you can recall an incident wherer you personally, or someone you know was subjected to unfair treatment by a black supervisor, merely because he didn't want to give the impression that he was showing any favoritism (joke). This action was usually investigated and condoned by his supervisors, (always white).

Over the years it has caused us to have little or no respect for our black supervisors. The League decided to invite The Black Upper Echelon to our monthly meeting to open some fresh lines of communication between them and the troops. This same opportunity was utilized to request our brother organization, The Guardians, and it's president Sergeant Arthur Lindsay, to also attend. Responding to our invitation to attend were Deputy Supt. Sam Nolan; Deputy Chief George Simms; Commanders Erskine Moore (2d), Fred Rice (7th), and Robert Williams (11th).

The kind of dialog that held the participants long after the meetings were adjourned, was very rewarding. For the first time since I can remember, men who just happened to have blackness and occupation in common were actually sharing views without too much fear of possible repercussions.

Without going into detail about who said what, we were very gratified at the frankness displayed by our top Black Command personnel.

When we consider the responsibility and risk inviolated in our jobs, we soon realize

that we cannot afford the luxury of allowing division amongst us few.

The Meetings can be the method we use to exchange the kinds of information that is so vital to our effectiveness as policemen as well as Community members. Watch for the next meeting notice. Come and share your views.

WE NEED US .....

## Rochford ♦♦♦ Appoints Sergeants

IN A RECENT publication of Pax 501 Supt. James Rochford announced his plan to appoint "Temporary Sergeants," to the Chicago Police Force. In his statement Supt. Rochford summarized that this action was necessary based on the critical shortage for sergeants. The deficiencies are the result of reassigning men from nonessential duties presumably to more essential duties requiring the need for addition supervision. In addition to the fact that it has been almost two years since the last promotions to the rank of sergeant were made.

The process of selecting new sergeants is a rather interesting one. Initially an applicant has to have a minimum of five years seniority with the department. Here the point is raised that there is a difference between five years experience as a police officer and being appointed to the department five years ago. The difference being an officer appointed five years ago could have a year or more time on leave. Even more interesting is why five years as opposed to three years or seven years seniority?

All applicants will be evaluated by a special board selected by the superintendent composed of 3 people, 2 police, and 1 civilian. The selection

(Continued on pg. 3)

process will involve an evaluation of applicants on a criteria established by the Superintendent. The area covered was not mentioned which leaves ample latitude to include or exclude any applicant for almost any reason.

Supt. Rochford concedes that the final determination will be his and although the appointments are temporary, performance of the acting Sgt's. will be taken into consideration in competition for permanent promotions to that rank.

Obviously a number of questions need clarification before we can rule on the fairness of the appointment system.

Promotion procedures have not been equitable in the past. Let's hope our Law suit will make a difference this time.

Fifty-two blacks were among the 176 officers selected as temporary sergeants because of the "serious shortage of intermediate (supervisory) personnel."

In a news release, Superintendent Rochford said the sergeants will be sworn in today in a general assembly session in McCormick Place. To prepare them for their new duties, the officers will immediately undergo four weeks of intensive training at the police academy.

Rochford was prevented from making the appointments permanent because of federal court suits by the Afro-American Patrolman's league and others accusing the police department of discrimination in hiring, promotion, assignment and disciplinary practices.

In a recent Chicago Defender interview, Renault Robinson, executive director of AAPL, called the appointments a "gesture" in the right direction.

Several appointees are relatives of police officials, including James B. Conlisk III, son of former Supt. James B. Conlisk; William J. Benes, husband of Gloria Benes, Rochford's personal secretary; K. M. Hanhardt, sister-in-law of Shakespeare District Commdr., William Hanhardt; and William N. Johnston, son-in-law of Capt. Thomas Frost, deputy chief of traffic.

Anticipating criticism some of the appointments would evoke, Rochford stated: "It is...significant that the Chicago Police Department developed valid selection techniques for this interim device which were approved and not ordered by the U.S. District Court and which do not have a discriminatory impact on minorities."

Besides the 52 blacks, there were 10 Spanish surname and three women chosen. These include: .....

John G. Capps, William Diaz, Robert L. Digby, Willie Johnson, Robert L. Wilson, Thomas J. Leonard, Howard A. Spooner, Allen R. Watson, K. M. Hanhardt, Terry G. Hillard, Ernest A. Burgin, Andrew Rodriguez, Edwin L. Davidson, Frank Edwards, Earl C. Batch, Maurice E. Brown, S.J. Jackson, Carey H. David, Phillip R. Hayes, John H. Johnson, Alonzo Jones, Roger L. Shamley, Frank A. Butler, Lionel C. Gordon, E.J. Whitfield,

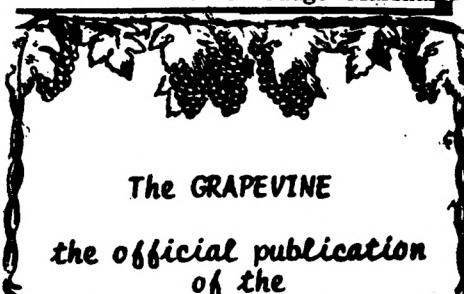
R. Davenport, Vargas Michael, E.C. Harris, Darryll L. Gore, Eddie J. Green, Ralph McKay, L.S. Almanza, Roy Isabell, Nathaniel Reed, John P. Kelly, Edward W. Paige, A.P. Drink, E.S. Franklin, Booker T. Gaiter, Jerry Vaughn, Ivan Jefferson, George Owens, Venero Martinez, Henry E. Crump, Larry C. Williams, E.N. Crissia, Ollie Morgan, Manuel J. Perez, R.M. Sepulveda, Kenneth Brown, A.A. Metoyer, William J. Harper, Louis Thompson, Samuel D. Low, Juan Reyes, Myrten E. Byrd, Eugene Nelson, E. Robinson, F.E. Michaels, William T. King, Thomas Jackson, Hubert Holton Carole P. Allen, and Frank E. Guerra.

## PROFILE

Continued from page 1

Essentially the affect of the ruling is elimination of all qualifications, tests, standards, and procedures which are not job related and which disproportionately exclude Blacks, Hispanics and women from employment with Chicago Police Dept. Discard the use of efficiency ratings as a standard for promotion to sergeant because the system has a racially discriminatory impact. Discontinue the term "Patrolman" replace it with "Patrol-Officer", or "Patrol Person." Order that women be hired, recruited, and assigned on an equal basis with men.

Further affects of Judge Marshall's



### The GRAPEVINE

the official publication  
of the  
Afro-American Patrolman's  
League

7126 S. Jeffery Blvd.  
Chicago, Illinois 60649,  
who is solely responsible  
for its content.

\*\*\*\*\*

EDITOR.... Frank K. Lee

EXEC. DIR.. Renault Robinson

PRESIDENT.. Howard Saffold



## Boy! What Great Detectives We Have!

RECENTLY TWO Chicago Police officers were the recipients of a great amount of praise for their role in solving a 24 yrs. old murder case. The two officers employed a number of unconventional methods as they traced the prime suspect locating him out of the state. After going thru thousands of names in the telephone directory both local and out of town the search centered on the suspect. With further assistance from a computer the officers successfully located two witnesses to the incident.

Hopefully these officers or others like them will hoin us in another murder case. The facts of the case are as follows: The victim is Michael Gilmore 18 yrs. old at the time he was killed. The scene was the 7800 block of South Sangamon at about 8:00 P.M. Witnesses to the murder described the offender as being a white male wearing the uniform of a Chicago Police officer who fled the scene in a blue and white Chicago Police squad car. Witnesses also supplied numbers of the vehicle used in the getaway in addition to identifying the officers involved.

Perhaps you're saying to yourself that this case should be easy to solve, and it should be. If you were to change two facts in the case it would be open and closed. Simply make the officer black and the victim white. Unfortunately the facts are as stated. The result is that two white officers got transferred to "Less Sensitive Duties," and investigators are out looking for the projectile that has either been found and destroyed or probably will never be found. What about the eye witnesses? Well, unfortunately blacks are not credible witnesses against white officers.

Remember there is a case on file with the Chicago Police Department involving a shooting where the offender was a white police officer and the victim was a black officer, both worked in the same unit and absolutely nothing was done about it. The shooting occurred in the police station.

The point I'm making is that with all the good police work and the use of computers and the aid of modern technology, a white boy can't be convicted of shooting or killing blacks. Perhaps it's not a crime for the white police to shoot blacks. Based on the rate of convictions of white officers it couldn't be.

I am actively seeking a solution to the problem and I need your help. Any help by way of suggestion, advice, or assistance will be appreciated. Something is going to have to be done.

Frank Lee



# Sims testimony

Continued from page 1

## UP THE LADDER

Q. At what time—strike that.

You said that you had several conversations over a period of time, some of them apparently very informal, with Mr. Robinson about the organization that he was forming; did there come a time when you had a more serious conversation, if I can describe it that way, where he actually outlined to you or someone outlined to you what the goals were of the Patrolmen's League?

A. Yes.

Q. When was that?

A. I think when they had their first public meeting to gain support and membership and it was held during the summer, I think it was late summer of 1968 on 79th near Champlain in a restaurant.

Q. And did you attend that meeting?

A. Yes, along with other persons, yes.

Q. And was it at that meeting that you heard the goals of the League described, or did Mr. Robinson talk to you about that prior to the meeting?

A. Well, he and (Edward) Buzz Palmer and many other persons talked to me and to others about the goals and the purposes of the organization.

Q. How did you happen to be at that meeting?

A. At that time Jack Cole was my driver—he worked with me in Fillmore—and Lester Cole was president of the American Negro Police Association. He had been invited, and the other fellow that worked undercover for me, (name deleted), had been invited. And since we were together, they said, "Come on Boss, take a ride out with us to the meeting." And I went to the meeting. I wasn't invited per se, but I was consulted by Renault and some of the formers of the organization, so I just went in on an invitation to the meeting.

Q. Now, you testified, in talking about the various organizations which were in existence at the time you were discussing forming the Guardians, that you believed that most of them, if not all of them, were in some respects or another a polarizing factor in the Department; is that correct?

A. Yes, I did.

Q. Did you ever talk to Mr. Robinson and tell him that you believed that the Patrolman's League was such a factor?

A. Yes.

Q. When did you have that conversation with him?

A. We had several, but the most critical period was in the period just before the Guardians was formed. And that was, I would say, in the year 1969, toward the tail end of 1969.

Q. What did you tell Mr. Robinson about the Patrolman's League in that respect?

A. Well, I told him and others that were members of their group—when I say their group, the Afro-American Patrolman's League—that it was my opinion that if they continued to rock the boat, so to say, or to make utterances and/or comments that was embarrassing to the police department, which I reminded him was a semi-military organization, that they could expect serious consequences; that they probably would experience a lack of job security, and their goals and aspirations would be not met, and that their efforts would probably be ineffective in bringing about the desired results.

Q. Can you fix any more precisely than you have, sir, when the earliest time was that you made such remarks about your opinions to Mr. Robinson or to anyone else who was involved in the formation of the Afro-American League?

A. Well, I could specifically indicate a series of meeting that were held out at the University of Chicago, at the School For Continuing Education, and these were weekly meetings. The hierarchy of the Chicago Department as well as community participation was encouraged. I was sent a specific invitation. I believe the Director of Training, Mr. McCann, came to represent Superintendent Conlisk.

Superintendent Conlisk was invited but he was represented by the Director of Training, Robert McCann, who was the keynote—or opening speaker at this seminar or conference. It was a weekend-type conference that went into several weeks.

State Senator Newhouse, Commander Miles, myself—

THE COURT: Commander whom?

BY THE WITNESS:

A. Miles, Harold Miles, and many, many—we were the only two commanders that I can recall.

Deputy Superintendent Nolan also attended some of the sessions. And, of course, we had an opportunity during the buzz sessions and during the dialogue sessions to communicate our feelings, and I was called upon and I stated to the organization that where I could subscribe to their particular philosophy, that there was a need for sensitizing white officers, that if the City of Chicago could spend thousands of dollars to send command people to Puerto Rico to learn about the mores and culture of the Puerto Rican and Spanish or the Latin-speaking people in an effort to reduce friction and conflict, that I could see that a valuable assistance could be given by black officers at no charge, if it was accepted, to help the department to understand the largest minority group in this city, thereby hopefully bringing about meaningful dialogue between the black community and the police department.

And that if the Afro-American Patrolmen's League could sort of soften their position and not turn off the white officer, or the white administrator, that maybe they could be a valuable aid in solving one of the most crucial problems in the City of Chicago, which was the lack of real meaningful police community relations and understanding between the races.

And I alluded to the Kerner Commission Report at the meeting, that the community was becoming more polarized. We have two cities, one black and one white, and I was an outspoken critic of this segregationist-polarization attitude, and nobody that knew me doubted the fact that I meant it.

And I told these fellows that if they would change their stance and work within the existing policies of the department, and make their membership open to all members of the department, that I would use my influence to assist them in organizing.

Q. And you stated that in one of these conversations—or at some point in 1969, you expressed your opinions to Mr. Robinson and perhaps others about what you thought might occur, the consequences and so on, as a result of their comments and so forth.

Prior to the time that you expressed that opinion, had you had any conversations of any kind with any command personnel of the Chicago Police Department where their comments were in any way a factor in you reaching the opinion that you expressed to Mr. Robinson?

A. Yes.

Q. With whom had you had such conversations, and when?

A. Well, first, I can recall that it was about two weeks before I went to this meeting that I described just then about the—

Q. At the Center for Continuing Education?

A. At the Center for Continuing Education.

# Testimony

(continued from page 4)

Q. Yes, sir. Go ahead.

A. There was a meeting called by the Superintendent of Police, and in attendance at that meeting was several command officers, and I was one of those command officers.

Q. Where was that meeting held?

A. At police headquarters.

Q. And who all was present?

A. Well, that's a long time ago, but I can recall that Bob Harness was there—he was the Commander of the 2nd District; Bill Griffin, Commander of the 3rd District, was present; Harold Miles, the Commander of the 7th District, was present; I was the Commander of the 11th District, I was present.

Julius Watson, Captain of Police, was present. Sam Nolan, Deputy Superintendent—I think he was the Deputy Chief at that time of the Community Services Bureau, was present.

Bob Williams, who was the Director of Human Relations for the Department, was present; Buckney, who was a lieutenant at that time, but he was the Commander of Gang Crimes, was present; Clarence Braasch, who was the Commander of the 18th District, was present; John T. Kelly, the Chief of Patrol, was present;

John Mulchrone, First Deputy Superintendent, Bureau of Inspectional Services, was present.

James M. Rochford, who was then the First Deputy, or the Deputy Superintendent, Bureau of Operational Services—I can't recall whether he was First Deputy then, I believe he was First Deputy—he was present.

There were others in the room. The room was full. It was the board room of the Police Board.

Q. Now, you said that this was called by the Superintendent who was then Mr. Conlisk, correct?

A. Right.

Q. Was he present at the meeting?

A. No.

Q. Who presided over the meeting?

A. Superintendent Rochford.

Q. Was a purpose of the meeting expressed when the meeting was called?

A. No.

Q. Was a purpose of the meeting expressed by anyone when the meeting was convened?

A. Yes.

Q. Who expressed the purpose and what did he say?

A. The superintendent, in his own quiet, efficient manner, indicated that—

Q. Now, who are you referring to, sir?

A. At that time we are talking about Superintendent Rochford.

Q. All right, fine.

A. I called them both. We are talking about something when he was the Deputy Superintendent.

Q. I just wanted to have it clear who you were referring to.

A. Deputy Rochford at that time, now Superintendent Rochford, opened the meeting and said that he called it at the behest of Superintendent Conlisk, and that his purpose in calling the meeting was to decide with the quiet, intelligent leadership present, how to deal with the unprofessional or the—the exact words—we didn't take notes, but the way it came through to me was that we had a group that was going to the press, going to the newspapers, writing articles, creating situations, criticizing the department in the same context as Billy Mitchell and the war, creating embarrassment for the police department, and they wanted to know what could be done. And the meeting was called for the purpose of trying to determine how best we could handle this situation.

Q. What group was he referring to?

A. The Afro-American Patrolmen's League.

Q. And did he refer to it by name?

A. It was referred to by Deputy Superintendent (John) Mulchrone, who was in charge of the Intelligence Unit and the IAD, and also he was the advisor to the Superintendent on matters pertaining to the Afro-American Patrolmen's League.

Q. All right. After—

THE COURT: I think we will recess, Mr. Cicero, until 9:00 tomorrow morning.

George T. Sims, Jr., called as a witness by the defendants, having been previously duly sworn, was examined and testified further as follows:

## CROSS EXAMINATION (Continued)

BY MR. CICERO:

Q. Good morning, Chief.

A. Good morning.

Q. Mr. Sims, when we concluded yesterday afternoon you were talking about a meeting at central headquarters that was called by the Superintendent, and which you placed, you thought, at some time in 1969, and you placed that, I believe, by reference to some seminar sponsored by the Afro-American Patrolmen's League, and if I am correct, you stated that the meeting at central headquarters was a couple of weeks prior to the commencement of those seminars, is that correct?

A. Yes, I stated that in reference—I am not sure, but I believe it was approximately two weeks prior to the seminar.

Q. Right, and you were not sure of the date of the seminars. You don't recall when that was, is that correct?

A. No, I do not.

Q. I would like to show you, sir, a news clipping from the Daily Defender of Monday, January 13, 1969, which refers to certain seminars, and ask if those are the seminars you referred to and if that refreshes your recollection about when those seminars were held?

A. Yes, I remember the picture and I believe these are the seminars.

Q. And that is a picture of yourself there in that article, is it not, along with Commander Miles and Senator Newhouse?

A. That is correct.

Q. And does that refresh your recollection that those seminars were held—or the first one referred to in this article was held some time early in January of 1969?

A. That is correct.

Q. So that the meeting you refer to in the—called by the Superintendent would have been either late 1968 or very early 1969, correct?

A. As nearly as I can recall, that would be correct.

Q. Now, you told us yesterday that the meeting was chaired by the then First Deputy Rochford, and you named some of the people that were there and said, I believe, that the room was full; can you tell us approximately how many persons were present at that meeting?

A. We were in the board room and, of course, the board room was full. It is not a large room. It was approximately, I would say, more than a dozen, because—I am sure that all of the—I am sure the black officers, because there were not too many of us, and all the command black officers were present, and there were approximately an equal number of command officers, white, also present, so I would say that there must have been a dozen or possibly 15 at the meeting.

Q. All right, now, you named certain names for us yesterday of persons that were present, and I am not sure if you recall who all those were and I am not going to go back through the list at this point, but I wonder if as you sit here today you recall the names of any other persons who were present at that meeting in addition to those that you named yesterday?

# Sims testimony

A. I am not sure, but I believe Deputy Superintendent Madl, M-a-d-l, I believe he may have been present also.

Q. Do you recall anyone else?

A. There have been so many different meetings, I don't want to guess, and I am not sure who else was present.

Q. All right, fine.

Now, you explained yesterday how Mr. Rochford, who was chairing the meeting, expressed the purpose of the meeting at the outset of the meeting. After he did that, what happened next?

A. Well, actually, I attempted to sit on the entire left of the room because I was suspecting that the Superintendent would call on each of us to make comments and I didn't want to lead off, as was the normal situation. Generally I had to lead off and I was hopeful that I would get an opportunity to hear comments made by everybody else before I spoke, but as luck had it, I had to lead off anyway, so the first question was directed to me and—

Q. Who directed a question to you?

A. I don't recall whether it was Superintendent Rochford or whether it was Deputy Superintendent Mulchrone, but it wasn't a formal type environment, it was primarily an informal discussion, and the first comment was directed toward me in the way of, I believe Rochford made the comment, I am not sure, but he said, "We have a problem with the Afro-American Patrolmen's League and members of the League, particularly Renault Robinson." I think at that time he was writing some articles in one of the daily papers, The Chicago Defender.

He had made some utterances on radio and at some public meetings, and it was viewed as a violation of one of our orders prohibiting panel discussions and/or critical comments about the department or the members of the department without first clearing these comments and/or panel discussions with the Superintendent's aide, at that time I think it was Sullivan.

Q. Frank Sullivan?

A. Frank Sullivan.

Q. Was that view expressed by someone at that meeting?

A. Yes, it was part of the agenda.

The other part of the agenda, of course, was stated by Mulchrone. He felt—he said, "George, you 'are vacillating.'" He said, "Don't you think the Afro-American Patrolmen's League is in the same category as the Ku Klux Klan which you had helped us to eradicate from the ranks of the department?"

And I took exception with that comment because I said, "The Afro-American Patrolmen's League, to my knowledge, are a bunch of young fellows who probably are flirting with discharge from the department because of their disobedience to existing orders, their indiscretions, their attempts to speak for all of the black police officers, thereby creating an unhealthy working environment." I said, "but the Ku Klux Klan has a record of murder, rape, they put white sheets on and they kill people. They have been classified by the FBI as subversive or an un-American organization and their history is loaded with all types of illegal behavior, and I can't see or know of any illegal acts committed by the Afro-American Patrolmen's League."

Q. Let me go back for just a minute, if I may, Chief. I want to come back to the subject you were just talking

about in a moment, but first, you said that some general or informal question was addressed to you and apparently you responded to that, is that correct?

A. Yes.

Q. What did you say in response to the initial question that was addressed to you?

A. Well, I indicated that I was unready to make any comments about an organization that I had very little knowledge of.

I told the Superintendent, the then Superintendent Rochford, that had he circulated an agenda we could have come prepared to make intelligent discussion on the topic, you know, of the agenda. However, since we had not been previously alerted to what the meeting was going to be about, that I came unprepared to discuss the Afro-American Patrolman's League because I didn't know to what extent they were organized within the Department, how many members they had, and whether their influence in the Department was as great as it was inferred by the persons at this meeting.

I suggested that possibly what we ought to do is to adjourn the meeting and have an opportunity to go back and find out what influence, if any, the Afro-American Patrolman's League had on dissidents or any problems that related to police department personnel affairs.

Q. Now, after you made your initial comments, you said that Deputy Mulchrone made certain remarks, and I gather they were in response to your remarks, is that correct?

A. Yes.

Q. Can you tell us, as best you can, in addition to what you have already said, what, if anything else, Mr. Mulchrone said at that meeting?

A. Well, I took exception, as I say, to his comment that he was saying that he felt that the Afro-American Patrolman's League was just as bad as the Ku Klux Klan. In other words, if you recall

back during that period the Ku Klux Klan had been identified as being members of my command, although they were not all assigned to the 11th Police District. The papers said that they were all members of the 11th Police District, inaccurate, you know, news presentation, because they were scattered throughout the Department. But the expose of the Ku Klux Klan came as a result of an investigation that was generated or started by my command, personnel from my command. They infiltrated and worked with the Department on the expose of the Klansmen. Over my objections the Klan was publicized. We attempted to get these fellows to resign without public recognition of their presence in the Department. I saw this as being harmful to relationship of good police officers with the community if this expose was made.

Q. And that was the reference that Mulchrone was making to your participation in routing out the Klan, is that it?

A. Yes, he told me that, "Since you have been such a prime mover in that regard, don't you feel that the Afro-Americans are similar as far as their behavior and their attitudes of concern?"

And I took exception, I said, "No, I can't see the parallel between the two organizations."

Q. Now, in addition to what you have already told us, what else, if anything, was said by anybody at the meeting?

A. The general gobbledygook and rhetoric that took place at meetings where there was no structured agenda. People were evasive. Most people kind of admitted that they knew nothing about the Afro-American League. In fact, the white officers said, "The only thing we know about it is what we read, and the comments that we have heard from Renault," who was the spokesman at that time, who was the primary

(Continued)



# RENAULT ROBINSON

## RENAULT ROBINSON

Robinson is Chicago's finest black cop  
The evils of racism can't make him stop  
White racists tried to take his job away  
But he was restored to active duty in May  
He formed the A.A.P.L. in nineteen sixty eight

I ask myself what is the A.A.P.L. fate.....  
Will black policemen. stand united to the end

or will they bow to white racism again?  
Robinson can't conquer racism by himself  
He is going to need the support of someone else

Whether the A.A.P.L. continue to rise or fall

Renault Robinson will still stand tall.

# AAPL

## DUES--DEDUCTION CARDS

THE A.A.P.L. is seeking the cooperation of the Chicago Police Department so our members will be able to have their membership dues paid by payroll deduction.

Payroll deduction is a fairly simple process that works in the following manner. A Police officer signs the A.A.P.L. membership dues deduction card. This states that the member authorizes the Police Dept. to take two dollars out of his salary to be paid to the A.A.P.L. as his membership dues. The two dollar deduction is taken from each check. The total yearly deduction will be Forty Eight dollars.

Payroll deduction simplifies the membership process you simply need fill out and sign the card, return to the Dist. Representative. The League has been interested in this convenience for years and the department would not afford us this courtesy. For a long time white organizations have had it and if we are successful, lets take full advantage of it. We are expecting 100 percent black membership.

In addition to Dues Deduction we have scheduled an insurance program covering the members, a legal representation program where the A.A.P.L. attorney will be available for consultation and or representation.

## 3RD Annual National Black Police Association Convention Boston, Mass. October 10-14,



THE NATIONAL Black Police Association will hold it's 1975 convention in Boston, Mass. in October. This will be the 3rd annual convention sponsored by the N.B.P.A.

Last year's convention was held in Los Angeles and was a great success. Guest included: Mayor Bradley and Mayor Gibson to mention a few. Past conventions have been attended by such notables as Mayor Jackson of Atlanta, Ramsey Clark, former attorney general of the U.S. and Godfrey Cambridge. This year's convention will be even greater than those of the past.

Reservations are now being taken for the Boston Sheraton site for convention "75". Member organizations from all over the nation are making preparation to attend. We have only a certain number of accommodations allotted for Chicago. Don't delay come into our office and make your reservations now before its too late.

We have convenient pay plans that will enable you to pay on installment bases. Also charge card arrangements. Put in for time due now, begin saving enough time to attend.

Remember that Oct. 10-14 Boston, Mass. Reservations: A.A.P.L. - 7126 S. Jeffery - 667-7384 - ask for Miss Evans.

## AAPL Salutes

CONGRATULATIONS TO the Phillips High School Basketball Team 1975 Class AA Champs. To Coach Brown, members of the Phillips basketball team, teachers and students we salute you.

The success of the basketball team has to be the result, of a combination of positive factors present at Phillips High School. Many teams have represented Chicago in the Illinois High School Basketball Tournament but none more determined and disciplined than Phillips.

Chicago has a wealth of basketball talent at the high school level. It takes the knowledge and commitment of a man like Coach Brown to mold raw talent into a polished championship team. Phillips defeated a good team from Bloom for the title. I am sure that we will hear more from both teams in the future.

(Continued from page .6)

spokesman, and he spoke through the newsletter that he published, and also he spoke through some of the public statements that he made on television panels and radio shows, talk shows, things of that sort.

Q. Now many of the people present in the room made some comments during the meeting?

A. Before the meeting adjourned, I'm sure everybody made some comments. Since then I have had the opportunity to talk with many of them, and their memories are not too good. They can't remember.

Q. You have talked with them about this meeting since that time?

A. Yes.

Q. Do you recall the substance of anything else that was said by anyone else at that meeting about the League?

A. Yes. I made the statement—I remember my statement, because I can't recall who made the other statements—I made a statement that I felt that any further discussion at this meeting was for no purpose, that if we were going to be professionals, what we should do is to go from the meeting, go back to our commands, make an effort to get the officers of our commands to conduct themselves according to the code of ethics, and if any person, Afro-American Patrolman or a member of any other league or association, conducted himself in a manner that was considered unprofessional, that he should be cited for his action and should be dealt with in accordance with the department rules and regulations, which included separation from the department, or filing of criminal charges if there were any violations of law involved, and that all of us should go and do our homework, and it was accepted, and we adjourned with the understanding there would be another meeting called within a short period

to kind of make a decision on whether or not we were going to deal with the members of the Afro-American League.

Q. Now, in connection with the discussion of what would occur after that meeting, was one of the objectives of the investigation, if I can call it that, but of the evaluation that you said you thought should be conducted, was one of the objectives to find out who the League people were and how many of them there were?

A. My individual objective was to do that. That's why I went to the seminars, that's why I attended their meetings, and I told them that I was there with a dual purpose, No. 1, I was there to find out what they were all about so that I could report back to the Superintendent of Police my observations based on my own interpretations and evaluations. I attended their Board meetings at their request, I attended their workshops that they conducted at their headquarters at 71st and Jeffery, I met with them in caucus or small groups, and I further joined them at the week-end seminars that were conducted from January through probably February of 1969.

Q. Was anything said at this meeting at police headquarters by you or anyone else about you participating in these workshops and other events of the League which were coming up?

A. I don't quite understand you.

Q. Well, you said that approximately two weeks or so after this meeting in the police headquarters, you attended these conferences which we have discussed earlier, and you just said that you—strike that.

Was anything said at the meeting about future attendance by you or by anyone else at these conferences or at other Afro-American League events as an observer to report back to this group?

**Continued**

A. No, because at the time of the meeting, I don't think the knowledge of the conferences and in our possession.

Q. Now, you made a remark—you said earlier that in your remarks in response to the initial comments by Mr. Mulchrohe, you referred to the League as being an organization purporting to speak on behalf of all blacks and causing problems because of that.

Was that the same type of polarizing effect that you referred to yesterday?

A. Yes.

Q. Now, with respect to the League and also to the Klan and some of these other matters, was it your position at that time that matters of controversy about the internal affairs of the Department, and so on, were better kept within the Department, rather than being broadcast publicly in the news media.

and so on?

A. That was my stated philosophy at my workshops, and all of my meetings with the men, and with the associations I had been in contact with.

Q. And was that one of the factors in your opinion, or evaluation of the activities of the League and of Mr. Robinson and other League members?

A. That was one of my criteria.

Q. Is it correct that you felt that it was inappropriate for them, as police officers, purporting to be a police organization, to be winging out in public matters which were better kept and reviewed within the Department?

A. In essence, yes. Actually, I took no exceptions as an individual against their comments, but I did take exception as a command officer of the Chicago Police Department, because their comments were attributed to me as a command officer by members of the hierarchy of the Department, and some of the communications held at the meetings and associations, the Captains' Association, to be, you know, particular, there was informal discussions about some of these comments.

Now, one of the things that crystallized it as far as I was concerned is the effort on the part of CBS to do a documentary on the role of

the black police officer in America one year after the Kerner Commission report.

When they came to Chicago, their first stop was to go to talk to Renault Robinson, who spoke for the Afro-American Patrolman's League. Certain statements were made by Renault.

In an effort to find the veracity of the statements, they checked with the Department for a comment. Superintendent Conlisk deferred to Deputy Superintendent Nolan. Deputy Superintendent Nolan made some comments. Lester Cole was also contacted by CBS, and he made some comments.

CBS was totally dissatisfied with the comments made by Deputy Superintendent Nolan. They said it sounded like Conlisk, and quote "white face."

I didn't appreciate the comment, because it came to me second-handed through Sullivan. Sullivan called me in my office and said it was the desire of Superintendent Conlisk for me to grant an interview to CBS to refute the comments of the Afro-American Patrolmen's League.

I says, "The Superintendent is presumptuous. How can he ask me to refute comments made by Renault, when I don't even know what those comments are? Secondly, the Superintendent has never given me the courtesy of finding out where I stand on these positions, so how can I, if Renault doesn't speak for the black police, how can George Sims be delegated or authorized to speak for the black police?"

And I didn't like this position, and I respectfully requested permission to decline the interview.

I was called back about fifteen minutes later by Sullivan, and he said, "I have conferred with the Superintendent, and it's his desire that you conduct the interviews, give full cooperation." It was an order to me.

Q. Did you conduct the—excuse me—

A. Since it was an order, CBS came over with the cameras, we talked about the black police officers' role throughout America, the black problem, the black crime situation. And I never saw it on the air. We talked for about five hours. They interviewed everybody in my station.

They rode around through the district. But it never was projected on the air.

Q. Now, you stated that—I believe something to the effect that other command personnel attributed the comments of the League to you, and I'm not clear what you meant by that. Was it that you would then be put—you would then be called upon to respond to those comments, or was it that the comments by the League about conditions of blacks, and so on, were attributed as being your feelings also, even though you hadn't spoken out on the matter?

A. When I say "me," I'm talking me plural. Almost every police officer that I knew in this department had either a pro or a con position on the issues raised by the Afro-American Patrolmen's League. We ended up with polarization within our own ranks. We had five police organizations—four police organizations, representing 17 per cent of the personnel of the department. These four police organizations were not in any way communicating with one another.

I felt that the whole issue of polarization in the Chicago department could be best resolved if we could get around the table with officers of different races and different origins, ethnic origins and religions, and sit down and discuss our common problem.

The department had attempted to do just this. They had attempted to bring in all these organizations because they felt it would be more beneficial to the department at budget time, it would be more beneficial in their effort to serve as a unified organization as far as the community was concerned, and at the captains meeting, when this was discussed, I raised the issue, I said, "Why was the Afro-American Patrolmen's League and the black organizations excluded?"

They said, "Well, these organizations were excluded because they are primarily socially oriented, and they are ethnic organizations."

I said, "I think you are naive if that's what you believe. These organizations are not ethnic or social oriented organizations. They are primarily concerned about the nitty gritty

problem of Chicago, and therefore, there should be some dialogue between the black members of the department, not the hand-chosen spokesman, but the real informal spokesmen of the department."

Q. Chief, you just referred to a meeting of captains where this subject was raised, and you raised the question of why the League and other black organizations were excluded. When did that meeting occur?

A. Oh, I can't recall the exact date, but it's sometime during the same period we are talking about, after the meeting in the headquarters.

Q. Sometime in 1969, probably?

A. Yes, because COP and FOP also were making utterances that the department felt they had to quiet down.

Q. Were they invited to the meeting?

A. No, not to the captains meeting, but they were invited to a dialogue conference where they were attempting to bring together these different organizations.

Q. They were invited to the dialogue conferences you were referring to—

A. Yes.

Q. —but the League and other black organizations were excluded, is that correct?

A. They were excluded, and the reason was they were not a police organization as such, but a social type.

Q. Now, you stated earlier that after this initial meeting that we have discussed at central headquarters, you had informal discussions at other times with command personnel about the Patrolmen's League and about black organizations and your feelings about these things and so on.

During 1969 and 1970, prior to the formation the formal reorganization or formation of the Guardians, which you described yesterday, did you have other conversations with command personnel or exempt rank personnel about the Afro-American Patrolmen's League or its leaders during that period?

A. Not as a topic of discussion, but it came up, yes.

Q. Where would it come up?

A. Because when I got ready to try to bring about this unity of the black organizations, I felt that being a command officer I had the responsibility to report my intentions to my superiors.

So I did request an audience with Superintendent Conlisk. He deferred me to then First Deputy Rochford. I was supposed to be accompanied in this conference by Deputy Nolan and Deputy Buckney and some of the other members of the hierarchy that were Negro. When I arrived at Police Headquarters, I was the only one there.

Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

7126 SOUTH JEFFERY  
CHICAGO, ILLINOIS 60649  
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"BLACK  
POWER  
THROUGH  
THE LAW"

## GENERAL MEMBERSHIP MEETING!

DATE: **Saturday, January 8, 1977**

TIME: **12:00 noon**

LOCATION: **936 E. 87th**

TOPIC: **A New Year for Change.  
Politics & Police**

IS THERE AN EFFECTIVE ROLE WE CAN PLAY ??

DON'T MISS THIS IMPORTANT DISCUSSION.....

CHICAGO DEFENDER-THURSDAY, DECEMBER 30, 1976

## Saffold beats rap; AAPL renews fight

By ROBERT McCLORY

Afro-American Patrolmen's League President Howard Saffold pledged to continue the battle against police discrimination Wednesday, following his acquittal in County Circuit Court on charges of disorderly conduct and assault against a white patrolman.

"There is no question these charges were more an attack on the AAPL organization than on me personally," said Saffold. "The police department is as determined as ever to discredit us in the public eye."

The discrediting effort failed in this case, he said, "because of my extremely capable counsel (Kermit Coleman) and a very conscientious jury."

Saffold and two other AAPL leaders had been seized on a charge of negligent driving Nov. 22, 1975 and were discussing the matter at the station when Saffold got into a row with patrolman Dennis Malloy.

Saffold said Malloy shoved him and he retaliated by slapping the policeman on the

side of the head. Malloy, however, said Saffold without provocation, struck him with a violent "roundhouse" blow, which forced him to go on sick leave for several weeks.

Usually, fist fights between policemen at district stations are settled as internal police matters. In this case, police officials insisted on pressing criminal charges all the way. If convicted, Saffold could have been sentenced to a year in jail and, more importantly, he could have been immediately dismissed from the police force, thus losing his position as AAPL president.

When it was all over, the jury took less than two hours to reach a verdict of not guilty.

"This thing was magnified way out of proportion," said Saffold, "because of my position with the league. I don't know when a similar encounter between two cops has ever gone this far. But I believe the jury saw what was happening and wouldn't buy it."

Saffold has been on official leave from his police duties since November, 1974.

### POLITICS IN CHICAGO

"Politics in Chicago" will be discussed on the KERMIT COLEMAN SHOW, Sunday, January 2, 1977 on WLS Radio (890). The program will be aired from 6:30 am to 7:30 am and again from 11:00 pm to midnight.

Guest speakers from the Afro-American Patrolmen's League: Howard Saffold & Renault A. Robinson.



Remember, you heard it through the

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"BLACK  
POWER  
THROUGH  
THE LAW"

## WHO RUNS IT

?

### HOW IT OPERATES

Often the topic of education is put into a category of 'knowledge to live by'. And, more often than not, this is true. Much time and effort is put into arranging an information seminar; and, our hope is to simply share this knowledge. The A.A.P.L. feels that no police officer, especially a black officer, is properly prepared for his tedious task until he has a working knowledge of the political and social structure that, for the most part, dictates what his particular role will be.

The Afro American Patrolmen's League will offer five seminars in 1972, in alternating months (the first one in April). During these sessions we will bring you a few speakers who can relate to you and your particular role.

The first seminar will attempt to identify and clarify a few of many questions that hamper us in our daily lives as police and as Black men. The seminar will be held THURSDAY, APRIL 27, 1972, 8:00 PM, at VINZANT'S RESTAURANT, 936 East 87th Street.

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BLACK POLICE OFFICERS OF ALL RANKS INVITED

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### SPEAKERS

Thomas C. Mitchell  
Administrative Director  
Community Health Programs  
University of Illinois  
Speaker, Lecturer, Consultant

Warner S. Saunders  
Executive Director  
Better Boys Foundation  
Speaker, Lecturer, Consultant

Joseph L. Turner  
Editorial & Public Service Director  
W L S Radio

\*\*\*\*\*

\*\*\* REFRESHMENTS WILL BE SERVED \*\*\*

Remember in one of our past newsletters we stated that the Law Enforcement Assistance Administration (LEAA) was sending a team to investigate our complaints of discrimination in the Chicago Police Department? The three man team is comprised of: Dr. Robert H. Hoffman, instructor in Criminology at California State College in Long Beach; Dr. Lloyd Sealy, an associate professor of police science at John Jay College of Criminal Justice in New York; and Dr. Paul M. Whisenand, Director of the Institute for Police Studies of California State College. They all have extensive backgrounds on police forces: L. Sealy, who is black, worked in New York; Hoffman & Whisenand, in California.

The team has been here since March 8, 1972, and is expected to leave May 5, 1972. They are working on areas of Recruitment/Selection, Performance, Training/Education, Discipline, Assignment, Promotion, Personnel Count and Interview. If you have information pertinent to any of these areas, please contact us or the LEAA office which is located at 536 South Clark, Room 1054, the phone number 353-5000. This examination will not succeed without the full cooperation of all black officers (League members or not). All officers who have discriminated against can contact our office to give statements. The League furnishes legal representation to officers going before the IAD and the Chicago Police Board.

We are also looking for fellows who have problems or complaints who would like to join in our suit against the Police Department. If you feel that you have been unfairly discriminated against by the disciplinary office, please contact our office for an interview with one of our lawyers.

If you have any questions about League membership, activities, views, etc., please contact our office and ask for Miss Evans (667-7384).

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American Civil Liberties Union is a national organization fighting everyday to uphold and protect an individual's rights. We have enclosed materials describing some of their actions dealing with prison reform.

The Afro American Patrolmen's League and ACLU have worked closely together, especially in our new Police Brutality Complaint and Legal Referral Service. In 1969, the Illinois Division of the American Civil Liberties Union presented us with a Civil Liberties Award for our work in police-community relations. This is an award that we have been very proud of. We have reprinted it and circulated it with our literature stating what the League is about.

Please take a few minutes to read about ACLU.

Remember Kermit Coleman who represents us so well before the IAD and Police Board works for ACLU.

\*\*\*\*\*

Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

1180 East 63rd St., 4th flr.  
CHICAGO, ILLINOIS 60637  
667-7384

AAPL



## KEEPING OURSELVES TOGETHER

The Motto of The Afro American Patrolmen's League is "I Am My Brother's Keeper".

Part of the task of keeping a Brother is to be at his side when he is in need. Unfortunately, there have been several instances when Afro American Patrolmen's League Members were sick or have had death in their families and the League was not sufficiently represented. I am hopeful that we will get ourselves together so that we are prepared to meet these crisis situations when they arise. There should never be a time when any Brother is in need and we do not respond.

It is absolutely essential that the League Office be notified when illness takes over one of our Members. It is extremely encouraging to be able to look up out of your hospital bed and see a League Member standing there wishing you well. Likewise, we want to know when death has occurred in the families of our League Members. It is not enough simply to express sympathy. We want to prove our concern by being present for the Wake & the Funeral.

We also are delighted to know when there are Times of Joy taking place among the Members of our League. Please let us know about Marriages and Births so that we can express our happiness at these occasions.

We hope that no one will look upon this as an idle response. These are matters that should take top priority and we look forward to much greater cooperation from all the Members of the Afro American Patrolman's League so that we can truly KEEP OURSELVES TOGETHER.

Father George Clements  
Chaplain  
Afro American Patrolmen's League

GC:bot  
4/14/78

## INSIDE :

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The  
GRAPEVINE  
the official publication  
of the  
Afro-American Patrolman's  
League  
HOWARD SAFFOLD  
President

RENAULT A. ROBINSON  
Executive Director

KERMIT B. COLEMAN  
General Counsel

FATHER GEORGE CLEMENTS  
Chaplain



# A MESSAGE TO MEMBERS .....

Dear Member:

Thank you for your continuing support. We sincerely hope that this letter finds you and yours in the best of health. Please accept our apology for the delay in communicating with you.

As a dues-paying member, you will receive several mailings during the year. We encourage you to attend all of the General Membership Meetings (May announcement enclosed).

Our meetings cover the various sectors of law, government and politics. They will afford you an opportunity to receive information relative to the agencies, organizations, and institutions that impact on the criminal justice system. These sessions will also offer you an opportunity to share your views during the discussion periods.

Your AAPL membership automatically includes membership in the National Black Police Association. Enclosed in this package are some items concerning current national activities. For the benefit of our new members: In November of 1972, the National Black Police Association was chartered as a not-for-profit corporation in the State of Illinois. At that time there were 11 Black Police Associations which made up the NBPA. The cities involved were: New York, Newark, Pittsburgh, Philadelphia, Denver, New Orleans, Detroit, and Chicago.

In July, 1973, the Board of Directors met in Philadelphia and had grown to 22 Black Police associations. The National Black Police Association was established:

- .to improve the relationship between Police Departments as institutions and the Black community;
- .to evaluate the effects of the policies and programs within the criminal justice system on the Black community;
- .to establish a free and rapid flow of information through a national communications network;
- .to increase and enhance Black police performance through shared experiences and education;

.to act as a mechanism to recruit minority police officers on a national scale; and

.to work toward a police reform in order to eliminate police corruption, brutality and racial discrimination.

The NBPA currently has 64 member associations located in 22 states and in 35 major metropolitan areas. This growth is due primarily to the organizing efforts of the original membership, coordinated from the office of the Afro-American Patrolmen's League of Chicago, which serves as the national office for the NBPA (see diagram of national structure).

The organization is governed by a national Board of Directors. The Board consists of the five regional chairpersons and four delegates per region, totaling 25 directors. The national chairman for 1978 is Howard Saffold, who is also Chairman of Region IV.

Also enclosed in this package is your membership card. We apologize for the delay on your membership pins and stickers; however, you will receive them soon. Please feel free to contact us at 667-7384 with your concerns, and we welcome all suggestions on how to improve our Association.

We remain,

Yours in Brotherhood,

I AM ...



MY BROTHER'S KEEPER

# N.B.P.A. REGIONAL ORGANIZATION



## REGION I

Maine  
Vermont  
New Hampshire  
Massachusetts  
Connecticut  
New Jersey  
Rhode Island  
New York

## REGION II

Ohio  
West Virginia  
Virginia  
North Carolina  
South Carolina  
Kentucky  
Delaware  
Pennsylvania  
Maryland  
District of Columbia  
Tennessee

## REGION III

Louisiana  
Arkansas  
Oklahoma  
Texas  
New Mexico  
Colorado  
Florida  
Georgia  
Alabama  
Mississippi

## REGION IV

Indiana  
Illinois  
Michigan  
Wisconsin  
Nebraska  
North Dakota  
South Dakota  
Minnesota  
Missouri  
Kansas

## REGION V

Wyoming  
Montana  
Idaho  
Washington  
Oregon  
Arizona  
Alaska  
Nevada  
Utah  
California  
Hawaii

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and neighborhood revitalization, adversely affecting educational services, and inducing neighborhood hopelessness and frustration. Black citizens in our neighborhoods know that crime is eroding their already below-par standard of living. They want the Federal government, along with State and local governments, to adopt an approach to fighting crime which punishes the criminal and at the same time attacks the major neighborhood problems which cause crime.

This year's NBPA Convention will explore crime and the social factors which cause urban crime, especially in minority and poor neighborhoods, and will propose solutions.

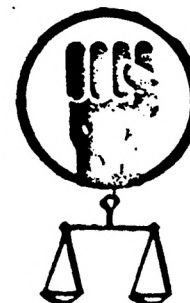
Policymakers charged with crime reduction will address this convention. Following their statements, panels of experts will probe issues more deeply. The panels will include: the impact of crime on neighborhood development; the impact of the media reporting of urban crime on urban development; youth, delinquency, and urban education, where does the black community turn; the nation's urban policy, a view from Capitol Hill; the mayor's view of the developing urban policy.

I strongly urge you to join us in Chicago, August 20-26, 1978, as we explore issues which touch almost every important aspect of the quality of urban life today.

Sincerely yours

Howard Saffold  
National Chairman

P.S. Local members will receive further details in the next few weeks.



# THE NBPA CONVENTION ....ZEROING IN ON CRIME

Dear Member and Friend:

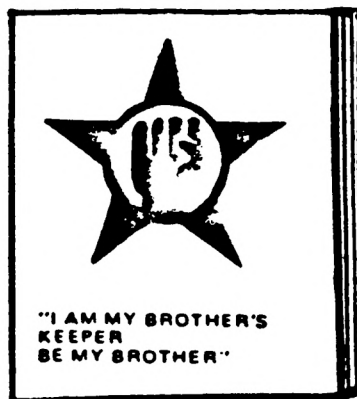
I would like to take an opportunity to invite individuals concerned with the development of urban neighborhoods, and particularly Black police officers, to the 6th Annual Convention of the National Black Police Association (NBPA) which will be held in Chicago, Illinois, August 20-26, 1978.

The theme of this year's convention will be, "Crime Control, Criminal Justice and the Quality of Urban Life". Past NBPA conventions have been targeted almost exclusively at NBPA's membership, but this year the convention will speak to the needs of Blacks in law enforcement as well as persons involved in the dynamics of Black urban neighborhoods.

As we all know, crime is a very significant factor in urban decay. Crime and fear of crime strike minority communities by reducing citizen mobility

# Black cops send a message

Chicago Tribune, Sunday, April 2, 1978 Section 2 3 Perspective



Robert McClory is the city editor of the Chicago Daily Defender. This article is excerpted with permission from his new book, "The Man Who Beat Clout City," published by Swallow Press.

By Robert McClory

ON A COOL evening in early May, 1968, five off-duty Chicago policemen and a Catholic priest met in the basement of a South Side two-flat. The room was large and paneled, with folding chairs and card tables scattered around and a huge fluorescent light overhead.

It had become a regular meeting place during the past 12 months — sometimes as many as a dozen would gather, sometimes only three or four. Although no one outside the group ever attended, the members invariably buddled in one corner, speaking in hushed tones.

There was a special tension in the room on this evening because the six who were present and their comrades who were absent had decided at last to take the great leap — to form an unprecedented police organization designed to battle racial discrimination on the force and upgrade the image of the black cop in the community. There were some procedural matters to settle and the writing of an acceptable statement of purpose. But the decision to organize was final.

THE FIVE policemen, were black, all in their mid or late 20s, all fellow graduates of the Chicago Police Academy class of 1965: Frank Lee, Curtis Cowsen, Willie Ware, Edward Palmer, and Renault Robinson. The priest was Father George Clements, pastor of a South Side church and one of four black priests in the Archdiocese of Chicago.

With his receding hairline, firm jaw, and intense eyes, Clements looked older than his 38 years. He had been an informal chaplain in this little band ever since Palmer had heard him express his views on black community problems during a radio interview six months before and asked him to join.

Clements had a quixotic vision of unarmed policemen walking the streets of the South Side just as British police do on the streets of London, and he warmly encouraged these young black men in their

own dreams and visions.

The unquestioned leader was Palmer, a tall thin, light-skinned man with Caucasian features, a gregarious, friendly exterior, and an authoritative tone. Everybody called him Buzz. It was he who had first conceived the idea of a black patrolmen's association in 1967 and began discussing the concept with Robinson.

During a tour in the Air Force, he had begun to read extensively the works of the experts on worldwide racism: Franz Fanon, Malcolm X, Regis DeBray and he continued his study of the subject later. As a result, Palmer had ideas and opinions that Robinson, Lee, and the others had never before considered. From these discussions, the idea of a black police organization began to emerge.

Almost from the beginning everyone agreed there was something wrong with the Chicago police system. Clements, who held strong, conservative views about the value of authority, had watched his parishioners grow bitter during his 11 years in the priesthood. A poisonous resentment festered in the community, and it was hindering his work as a clergyman as much as Palmer's work on the police force. Gross police insensitivity toward black citizens, they both believed, was the crucial issue.

WITH A LESSER degree of conviction, so did Robinson and Lee. For three years these two had been almost inseparable, on the job and off. They were plainclothes investigators assigned to the 10th District, commonly known as Marquette.

There were only 35 blacks among the 300 policemen in that district, and Lee and Robinson comprised a special rarity: an all-black vice team. On the job they were regarded somewhat good-naturedly as "the kids" or "the punks."

Both were extremely young for the job. Lee, at 27 was a slim, muscular 6 feet 1 inch, with a friendly and a shy manner. Robinson, 26, was a husky 5 feet 9 inches and could have passed for a high school sophomore.

From his first days at the police academy, his teachers had marked Renault Robinson as a "good Negro" just by looking at him. No jive talk, no sass in this boy. He carried himself well, spoke respectfully [and intelligently], and kept his emotions [whatever they were] under a placid exterior.

Lee and Robinson worked in the all-black northern section of the 10th District, where they compiled a commendable record, pulling in the prostitutes and cracking down on the gambling czars who got out of line.

Although plainclothesmen had considerably more freedom than uniformed officers, veteran white officers rarely expressed animosity toward "the punks." Most of them were happy to let someone else comb the taverns, speakeasies, and the brothels along the jungles of Roosevelt Road and Kedzie Avenue. Lee and Robinson seemed to like the work. They didn't upset the station's routine or flaunt their privileges like some other smart-aleck black cops who got special assignments. They were no less [and no more] honest than the rest of the cops in the 10th District.

Beneath the surface Lee and Robinson were not as placid as they appeared. From their first day on the force they had learned the all-important distinction between "we" and "they." "We" meant police officers, the department, law enforcement. "They" meant the public, outsiders, the criminal element. Their instructors had sought to implant a lively esprit de corps in these fresh-faced youngsters. They must learn to depend on one another, protect one another, and cover for one another when necessary. Their lives depended on it.

But from their first day on the job, Lee, Robinson, Palmer, and the others were aware of another "we" and "they." "We" meant black and "they" meant white. It wasn't that these recruits harbored an especially racist mentality when they joined. Most were just looking for a better paying job. But they had encountered something malignant on the police force — a double standard that seemed to permeate the system from top to bottom.

There were the little putdowns at roll call, the Nigger jokes, the snide innuendos, and, above all, the harsh, sometimes brutal treatment accorded the blacks who were arrested.

Continued



## *When the meetings with Palmer and Clements first began, the idea of a black police organization didn't seem like such a radical or dangerous concept.*

THEIR DISCUSSIONS with classmates in other districts confirmed that their experiences were nearly universal. They were beginning to see that at its roots the Chicago Police Department was a white police department. It needed blacks to keep "their own" in line, and they were being called to perform that function every day.

When the meetings with Palmer and Clements first began, the idea of a black police organization didn't seem like such a radical or dangerous concept. After all, the Fraternal Order of Police was a known and respected Irish policemen's association in Chicago. Why shouldn't blacks have something of their own too?

Robinson had even brought up the idea one day with one of his superiors at the Marquette District, Sgt. Richard Barrett. Barrett was president of the Fraternal Order of Police. He looked at Robinson in amazement and then shook his head and scowled. "No, no," he said, "it's a bad idea. It's racist. It would divide the men from one another." After that Robinson had mentioned the proposed organization with greater caution or not at all.

By the spring of 1968, about 50 black cops had attended meetings of the embryonic league, and 30 said they were willing to join. The reasons for their interest varied. Some wanted a "give-em-hell, down with whitey" organization. Others just wanted a sense of identification with their fellow black policemen. But during the three months since the King riots, the informal meetings had occurred more often and the talk grew more militant.

For Palmer, Robinson, Clements, and most of the others, Daley's shoot-to-kill order had crystallized the issue. It meant the institutionalization, the formal blessing, on police brutality.

Now, just a month after the mayor's controversial decree, public interest was still high, and it seemed the perfect time to start recruiting. With the aid of state Sen. Richard M. Newhouse, an anti-Daley black legislator, a charter of incorporation had been drawn up and a name agreed on. They were to be known as the Afro-American Patrolmen's League.

ON THIS night the group struggled long and hard trying to draft a statement of their purposes and goals in clear, precise terms. They wanted it to be accurate, yet not so overbearing that they would all lose their jobs the day the inevitable public announcement was made.

Finally, it was all thrashed out. The statement was full of "whereas's" and



An out-of-favor Robinson on duty behind police headquarters, 1973.



"therefores" and "be it resolved," but it spelled out their determination to fight racism in the police department and the community. It seemed like a solid platform.

THE NEXT day, May 10, 1968, the Afro-American Patrolmen's League was officially born as a not-for-profit corporation of the State of Illinois. The event went unnoticed by the media and was celebrated only by the dozen or so men who had brought it to life.

Public awareness of the league came two months later on July 13 when Robinson called the newspapers and wire services to a press conference at the dingy, third-floor office the league had rented on East 63d Street.

He wasn't sure anyone would show up, but, by 2 p.m., when the conference was scheduled, he knew differently. Every television station in town and all the papers had their people trekking up the rickety stairs to the tiny office and there was simply no way they could all get in. This first procedural crisis was hurdled by a hasty decision to take everyone outside and make the announcement on the street.

THE AFRO-American Patrolmen's League was presented to the public on the sidewalk along 63d Street in sweltering, 90-degree heat, with the elevated trains rumbling along the tracks overhead. The scene was jammed with almost 200 people — newsmen, policemen, local residents, and curious passers-by. Some of these were intently jotting down names and taking notes. Robinson recognized a few as investigators with the police internal affairs division.

With Robinson and Newhouse on one side and Lee and Clements on the other, Palmer announced that although the newly formed organization so far had only 30 members, it intended to grow and prosper quickly.

In a slightly quivering voice, he read the official proclamation: "We are going to elevate the black policeman in the black community to the same image status enjoyed by the white policeman in the white community — that is, a protector of the citizenry, and not a brutal oppressor. We find it impossible to operate within the framework of existing police associations because they support . . . the shooting of looters. We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the black community in which we serve. Donning the blue uniform has not changed us. On the contrary, it has sharpened our perception of our responsibility as black males in a society seemingly unresponsive to the needs of black people . . ."

The announcement was a success. Well-wishers flocked around afterwards, grabbing hands and assuring support. Robinson was gripped around the shoulders by a grizzled old black man with three days' growth of beard and a boozy breath. "Good luck, boy," he said. "I've lived in this damned city for 60 years, and I ain't never been proud of no policeman before. You got guts, I'll say that."

# ROBERT TAYLOR HOMES

## AAPL Attacks Crime

## Taylor Homes War on Crime

The Sunday Sun-Times, January 29, 1978, published a detailed report by Michael Zielenziger on AAPL's new program to reduce crime in the Robert Taylor Homes public housing complex. AAPL Executive Director Renault Robinson and Mrs. Mary Cowherd, head of the tenants' local advisory council at Taylor Homes, proposes a program to involve most of the Homes' residents in security efforts.

Initially, the program will be targeted at three buildings of the complex's 28, on State Street, from 39th to 54th -- one with a high crime rate; one, a moderate crime rate; and one, a strong tenant organization.

AAPL's offshoot organization, the League to Improve the Community, and the tenants' group, working together, hope to establish a paid foot patrol to be operated by tenants, to help tenants stencil property to reduce theft, to teach crime prevention methods to tenants, and, overall, to strengthen tenant councils.

Assault and rape are the No. 1 problems, Robinson said, because 80 % of households in the Taylor Homes are headed by females.

Statistics are not available on the Taylor Homes crime rate, but the Wentworth Avenue Police District, which encompasses the Taylor tract, accounts for more than 10% of the entire city's rapes, assaults and murders, the Sun-Times reported.

AAPL members would volunteer time to help train the unarmed patrols.

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The Chicago Tribune of February 13, 1978, published an account by Clarence Page of the "war on crime" waged by residents of Robert Taylor Homes, the city's largest public housing complex.

Mrs. Mary Cowherd, president of the Taylor Residents Advisory Council, said 138 applications had been received from residents wanting to become paid security patrol persons. The patrol would operate on a 24-hour basis.

She said she hoped CHA would leave 10 of the current security force (which she termed ineffective) to supervise the residents' patrol and would transfer the rest to other CHA facilities. Thus, she added, no jobs would be lost.

The League to Improve the Community has designed an 18-month pilot program for three selected buildings.

Renault Robinson, who heads the Afro-American Patrolmen's League and the League to Improve the Community, told the Tribune that more than \$600,000 was spent for security forces at Taylor last year. But residents are afraid to go out at night, he said.

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Supt. O'Grady (cont'd from p.7)

"There are very few black investigators," he continued, "and they (the department) never even entertained the thought of hiring a black a chief of investigators."

When asked what he thought of O'Grady's pledge to make Chicago "the safest city in the world," he replied,

"Unless he addresses the need to have blacks in policy making and planning positions in the department; hire blacks and minorities and to prosecute and fire

police found guilty of citizens abuse he won't even come close.

"In fact," he concluded, "he'll simply add to the 'very hot kettle' that he's just inherited."

The AAPL is willing to work with the new chief said Saffold, "if he demonstrates a sincere desire to confront these problems.

"If he maintains what Saffold calls a 'we protect our own' (the police for the police) attitude O'Grady, said Saffold, "can count on the AAPL as adversaries."

# AAPL, POLICE Join In Program

The Chicago Defender of January 9, 1978, published a report by Robert McClory, on a new cooperative program soon to be launched by the AAPL and 2nd District (Wentworth) police personnel to reduce crime and improve citizen-police relations in the Robert Taylor Homes area.

The program marks the first official cooperation of the AAPL and the Chicago Police Department, often antagonists in the past.

Erskine Moore, 2nd District Commander, said he has a 12-man vertical patrol unit in the Taylor Homes and other CHA projects in the district.

He was enthusiastic about the possibilities of cutting down crime in the area under the new cooperative venture. "My understanding is that the purpose is to cut down on the losses caused to residents by crime," he said.

"As long as that's what it's about, I'd be crazy not to cooperate".

Renault Robinson said AAPL chose the Taylor Homes "because it's so impacted and has such serious problems. There are 20,000 people living there. About 15,000 of them are 21 or under, and 90 percent of the families are headed by a female."

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## LAWSUIT IN REVIEW

The Afro-American Patrolmen's League suit against the Chicago Police Department for discrimination and violation of League members' constitutional rights continues to provide additional opportunities for League members who suffered violations of their constitutional rights, the Court of Appeals has affirmed the decision of District Court Judge Prentice Marshall in allowing the City to hire new patrol officers from the more recent nondiscriminatory eligibility lists which are being used to develop validated selection procedures. Several hundred minorities and females have been hired from these lists.

On April 27th, the Court will decide the procedures to be followed in the future for promotion of sergeants, including a report on the status of the City's development of new promotional procedures for that rank. It is estimated that there are more than 100 vacancies in the sergeant rank at this time. It is contemplated

that those and any other vacancies which which exist as of April 27th will be filled from the 1973 eligibility list according to the ratios set forth in the final judgment. Thus, the League anticipates that a minimum of 40 or more black sergeants will be promoted in the near future, many of them League members. The final decision as to how many promotions to make and whether to use the 1973 list will be decided by Judge Marshall and will be subject to possible appeals.

Supt. O'Grady: THURSDAY, April 13, 1978  
CHICAGO INDEPENDENT BULLETIN

## We'll wait and see, AAPL

by WILMA RANDLE

IT WAS A NICE thought for a minute but as expected Deputy Supt Samuel W. Nolan was not named Superintendent of the Chicago Police Department.

Chosen instead was James E. O'Grady, 48, a 25-year career officer. O'Grady was formerly Chief of the Criminal Investigation Division. The appointment was announced Monday by Mayor Michael Bilandic.

O'Grady comes highly recommended by several police organizations including the Chicago Patrolmen's Association, the Fraternal Order of Police, the Chicago Order of Police and the Police Crime Fighter's.

Community groups active in the issue of crime prevention are reluctant to place their seal of approval on O'Grady.

The complaint is that there was no "public input" in the selection of the police chief.

A master foe of the police department, the Afro-American Patrolmen's League has voiced its displeasure at the Mayor's "failure to institute an open selection process."

According to the League's presidents, Howard Saffold, Mayor Bilandic "has put a taint on the new superintendent" in regards to public confidence, and "O'Grady will have to prove himself."

The new chief must "demonstrate that he's learned from past mistakes" of the department, explained Saffold.

Saffold said there are three major areas which should be of priority to O'Grady: 1) racial discrimination within the department and the hiring of minority officers, 2) excessive use of force

by police against citizens and 3) greater interaction by the department with various community prevention groups.

In commenting on the reality of a black being hired to the spot Saffold continued, "I don't think Sam Nolan was ever seriously considered."

But, he emphasized, the AAPL

will be waiting to see whether O'Grady "utilizes Nolan's talents" by appointing him first deputy superintendent, the number two spot in the department.

Saffold cited Nolan's experience in the area of community-police relations and said there is a great need for that expertise on the force. (The Independent Bulletin pointed to

Same Nolan as top cop in our March 30th edition). He pointed out that while much of the crime in the city is related to blacks and minorities there are almost no black officers in top department jobs. cont'd on p. 6



Remember, you heard it through the

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1180 E. 63rd street  
Chicago, Illinois 60637  
667-7384

AAPL



**MEMBERSHIP**

**MEETING**

**SAT. MAY 6, 1978**

**12 NOON**

**VINZANT'S - 936 E. 87**

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## **TOPICS OF DISCUSSION:**

**LAWSUIT IN REVIEW**

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**NATIONAL ISSUES & THEIR IMPACT  
ON BLACKS IN LAW ENFORCEMENT**

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**NATIONAL CONVENTION**

BE THERE'''

BE ON TIME'''

BE INFORMED'''



**BROTHERS HELPING BROTHERS TO BE BROTHERS**

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AAPL



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The Motto of The Afro American Patrolmen's League is "I Am My Brother's Keeper".

Part of the task of keeping a Brother is to be at his side when he is in need. Unfortunately, there have been several instances when Afro American Patrolmen's League Members were sick or have had death in their families and the League was not sufficiently represented. I am hopeful that we will get ourselves together so that we are prepared to meet these crisis situations when they arise. There should never be a time when any Brother is in need and we do not respond.

It is absolutely essential that the League Office be notified when illness takes over one of our Members. It is extremely encouraging to be able to look up out of your hospital bed and see a League Member standing there wishing you well. Likewise, we want to know when death has occurred in the families of our League Members. It is not enough simply to express sympathy. We want to prove our concern by being present for the Wake & the Funeral.

We also are delighted to know when there are Times of Joy taking place among the Members of our League. Please let us know about Marriages and Births so that we can express our happiness at these occasions.

We hope that no one will look upon this as an idle response. These are matters that should take top priority and we look forward to much greater cooperation from all the Members of the Afro American Patrolman's League so that we can truly KEEP OURSELVES TOGETHER.

Father George Clements  
Chaplain  
Afro American Patrolmen's League

GC:bot  
4/14/78

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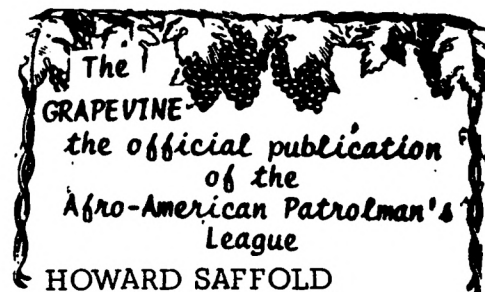
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# A MESSAGE TO MEMBERS .....

Dear Member:

Thank you for your continuing support. We sincerely hope that this letter finds you and yours in the best of health. Please accept our apology for the delay in communicating with you.

As a dues-paying member, you will receive several mailings during the year. We encourage you to attend all of the General Membership Meetings (May announcement enclosed).

Our meetings cover the various sectors of law, government and politics. They will afford you an opportunity to receive information relative to the agencies, organizations, and institutions that impact on the criminal justice system. These sessions will also offer you an opportunity to share your views during the discussion periods.

Your AAPL membership automatically includes membership in the National Black Police Association. Enclosed in this package are some items concerning current national activities. For the benefit of our new members: In November of 1972, the National Black Police Association was chartered as a not-for-profit corporation in the State of Illinois. At that time there were 11 Black Police Associations which made up the NBPA. The cities involved were: New York, Newark, Pittsburgh, Philadelphia, Denver, New Orleans, Detroit, and Chicago.

In July, 1973, the Board of Directors met in Philadelphia and had grown to 22 Black Police associations. The National Black Police Association was established:

- .to improve the relationship between Police Departments as institutions and the Black community;
- .to evaluate the effects of the policies and programs within the criminal justice system on the Black community;
- .to establish a free and rapid flow of information through a national communications network;
- .to increase and enhance Black police performance through shared experiences and education;

- .to act as a mechanism to recruit minority police officers on a national scale; and
- .to work toward a police reform in order to eliminate police corruption, brutality and racial discrimination.

The NBPA currently has 64 member associations located in 22 states and in 35 major metropolitan areas. This growth is due primarily to the organizing efforts of the original membership, coordinated from the office of the Afro-American Patrolmen's League of Chicago, which serves as the national office for the NBPA (see diagram of national structure).

The organization is governed by a national Board of Directors. The Board consists of the five regional chairpersons and four delegates per region, totaling 25 directors. The national chairman for 1978 is Howard Saffold, who is also Chairman of Region IV.

Also enclosed in this package is your membership card. We apologize for the delay on your membership pins and stickers; however, you will receive them soon. Please feel free to contact us at 667-7384 with your concerns, and we welcome all suggestions on how to improve our Association.

We remain,

Yours in Brotherhood,

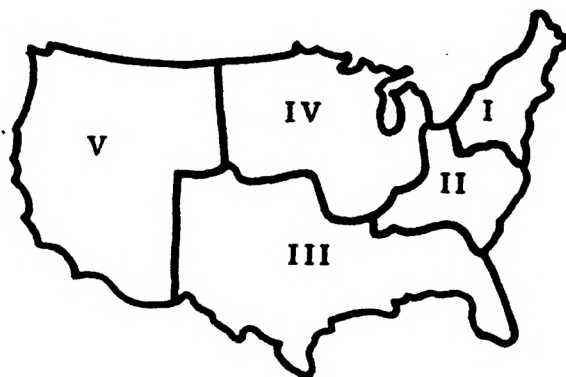
**I AM . . .**



**MY BROTHER'S KEEPER**



## N.B.P.A. REGIONAL ORGANIZATION



### REGION I

Maine  
Vermont  
New Hampshire  
Massachusetts  
Connecticut  
New Jersey  
Rhode Island  
New York

### REGION II

Ohio  
West Virginia  
Virginia  
North Carolina  
South Carolina  
Kentucky  
Delaware  
Pennsylvania  
Maryland  
District of Columbia  
Tennessee

### REGION III

Louisiana  
Arkansas  
Oklahoma  
Texas  
New Mexico  
Colorado  
Florida  
Georgia  
Alabama  
Mississippi

### REGION IV

Indiana  
Illinois  
Michigan  
Wisconsin  
Nebraska  
North Dakota  
South Dakota  
Minnesota  
Missouri  
Kansas

### REGION V

Wyoming  
Montana  
Idaho  
Washington  
Oregon  
Arizona  
Alaska  
Nevada  
Utah  
California  
Hawaii

>>>><<<<

and neighborhood revitalization, adversely affecting educational services, and inducing neighborhood hopelessness and frustration. Black citizens in our neighborhoods know that crime is eroding their already below-par standard of living. They want the Federal government, along with State and local governments, to adopt an approach to fighting crime which punishes the criminal and at the same time attacks the major neighborhood problems which cause crime.

This year's NBPA Convention will explore crime and the social factors which cause urban crime, especially in minority and poor neighborhoods, and will propose solutions.

Policymakers charged with crime reduction will address this convention. Following their statements, panels of experts will probe issues more deeply. The panels will include: the impact of crime on neighborhood development; the impact of the media reporting of urban crime on urban development; youth, delinquency, and urban education, where does the black community turn; the nation's urban policy, a view from Capitol Hill; the mayor's view of the developing urban policy.

I strongly urge you to join us in Chicago, August 20-26, 1978, as we explore issues which touch almost every important aspect of the quality of urban life today.

Sincerely yours

Howard Safford  
National Chairman

P.S. Local members will receive further details in the next few weeks.



## THE NBPA CONVENTION ....ZEROING IN ON CRIME

Dear Member and Friend:

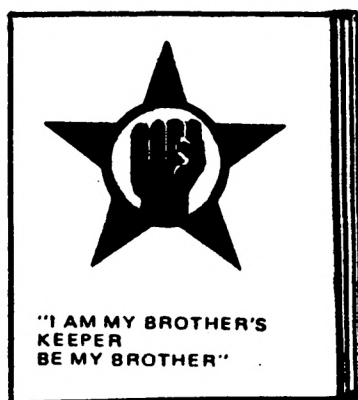
I would like to take an opportunity to invite individuals concerned with the development of urban neighborhoods, and particularly Black police officers, to the 6th Annual Convention of the National Black Police Association (NBPA) which will be held in Chicago, Illinois, August 20-26, 1978.

The theme of this year's convention will be, "Crime Control, Criminal Justice and the Quality of Urban Life". Past NBPA conventions have been targeted almost exclusively at NBPA's membership, but this year the convention will speak to the needs of Blacks in law enforcement as well as persons involved in the dynamics of Black urban neighborhoods.

As we all know, crime is a very significant factor in urban decay. Crime and fear of crime strike minority communities by reducing citizen mobility

# Black cops send a message

Chicago Tribune, Sunday, April 2, 1978 Section 2 3 Perspective



Robert McClory is the city editor of the Chicago Daily Defender. This article is excerpted with permission from his new book, "The Man Who Beat Clout City," published by Swallow Press.

By Robert McClory

ON A COOL evening in early May, 1968, five off-duty Chicago policemen and a Catholic priest met in the basement of a South Side two-flat. The room was large and paneled, with folding chairs and card tables scattered around and a huge fluorescent light overhead.

It had become a regular meeting place during the past 12 months — sometimes as many as a dozen would gather, sometimes only three or four. Although no one outside the group ever attended, the members invariably huddled in one corner, speaking in hushed tones.

There was a special tension in the room on this evening because the six who were present and their comrades who were absent had decided at last to take the great leap — to form an unprecedented police organization designed to battle racial discrimination on the force and upgrade the image of the black cop in the community. There were some procedural matters to settle and the writing of an acceptable statement of purpose. But the decision to organize was final.

THE FIVE policemen, were black, all in their mid or late 20s, all fellow graduates of the Chicago Police Academy class of 1965: Frank Lee, Curtis Cowser, Willie Ware, Edward Palmer, and Renault Robinson. The priest was Father George Clements, pastor of a South Side church and one of four black priests in the Archdiocese of Chicago.

With his receding hairline, firm jaw, and intense eyes, Clements looked older than his 38 years. He had been an informal chaplain in this little band ever since Palmer had heard him express his views on black community problems during a radio interview six months before and asked him to join.

Clements had a quixotic vision of unarmed policemen walking the streets of the South Side just as British police do on the streets of London, and he warmly encouraged these young black men in their

own dreams and visions.

The unquestioned leader was Palmer, a tall thin, light-skinned man with Caucasian features, a gregarious, friendly exterior, and an authoritative tone. Everybody called him Buzz. It was he who had first conceived the idea of a black patrolmen's association in 1967 and began discussing the concept with Robinson.

During a tour in the Air Force, he had begun to read extensively the works of the experts on worldwide racism: Franz Fanon, Malcolm X, Regis DeBray and he continued his study of the subject later. As a result, Palmer had ideas and opinions that Robinson, Lee, and the others had never before considered. From these discussions, the idea of a black police organization began to emerge.

Almost from the beginning everyone agreed there was something wrong with the Chicago police system. Clements, who held strong, conservative views about the value of authority, had watched his parishioners grow bitter during his 11 years in the priesthood. A poisonous resentment festered in the community, and it was hindering his work as a clergyman as much as Palmer's work on the police force. Gross police insensitivity toward black citizens, they both believed, was the crucial issue.

WITH A LESSER degree of conviction, so did Robinson and Lee. For three years these two had been almost inseparable, on the job and off. They were plainclothes investigators assigned to the 10th District, commonly known as Marquette.

There were only 35 blacks among the 300 policemen in that district, and Lee and Robinson comprised a special rarity: an all-black vice team. On the job they were regarded somewhat good-naturedly as "the kids" or "the punks."

Both were extremely young for the job. Lee, at 27 was a slim, muscular 6 feet 1 inch, with a friendly and a shy manner. Robinson, 26, was a husky 5 feet 9 inches and could have passed for a high school sophomore.

From his first days at the police academy, his teachers had marked Renault Robinson as a "good Negro" just by looking at him. No jive talk, no sass in this boy. He carried himself well, spoke respectfully [and intelligently], and kept his emotions [whatever they were] under a placid exterior.

Lee and Robinson worked in the all-black northern section of the 10th District, where they compiled a commendable record, pulling in the prostitutes and cracking down on the gambling czars who got out of line.

Although plainclothesmen had considerably more freedom than uniformed officers, veteran white officers rarely expressed animosity toward "the punks." Most of them were happy to let someone else comb the taverns, speakeasies, and the brothels along the jungles of Roosevelt Road and Kedzie Avenue. Lee and Robinson seemed to like the work. They didn't upset the station's routine or flaunt their privileges like some other smart-aleck black cops who got special assignments. They were no less [and no more] honest than the rest of the cops in the 10th District.

Beneath the surface Lee and Robinson were not as placid as they appeared. From their first day on the force they had learned the all-important distinction between "we" and "they." "We" meant police officers, the department, law enforcement. "They" meant the public, outsiders, the criminal element. Their instructors had sought to implant a lively esprit de corps in these fresh-faced youngsters. They must learn to depend on one another, protect one another, and cover for one another when necessary. Their lives depended on it.

But from their first day on the job, Lee, Robinson, Palmer, and the others were aware of another "we" and "they." "We" meant black and "they" meant white. It wasn't that these recruits harbored an especially racist mentality when they joined. Most were just looking for a better paying job. But they had encountered something malignant on the police force — a double standard that seemed to permeate the system from top to bottom.

There were the little putdowns at roll call, the Nigger jokes, the snide innuendos, and, above all, the harsh, sometimes brutal treatment accorded the blacks who were arrested.

Continued

*When the meetings with Palmer and Clements first began, the idea of a black police organization didn't seem like such a radical or dangerous concept.*

THEIR DISCUSSIONS with classmates in other districts confirmed that their experiences were nearly universal. They were beginning to see that at its roots the Chicago Police Department was a white police department. It needed blacks to keep "their own" in line, and they were being called to perform that function every day.

When the meetings with Palmer and Clements first began, the idea of a black police organization didn't seem like such a radical or dangerous concept. After all, the Fraternal Order of Police was a known and respected Irish policemen's association in Chicago. Why shouldn't blacks have something of their own too?

Robinson had even brought up the idea one day with one of his superiors at the Marquette District, Sgt. Richard Barrett. Barrett was president of the Fraternal Order of Police. He looked at Robinson in amazement and then shook his head and scowled. "No, no," he said, "it's a bad idea. It's racist. It would divide the men from one another." After that Robinson had mentioned the proposed organization with greater caution or not at all.

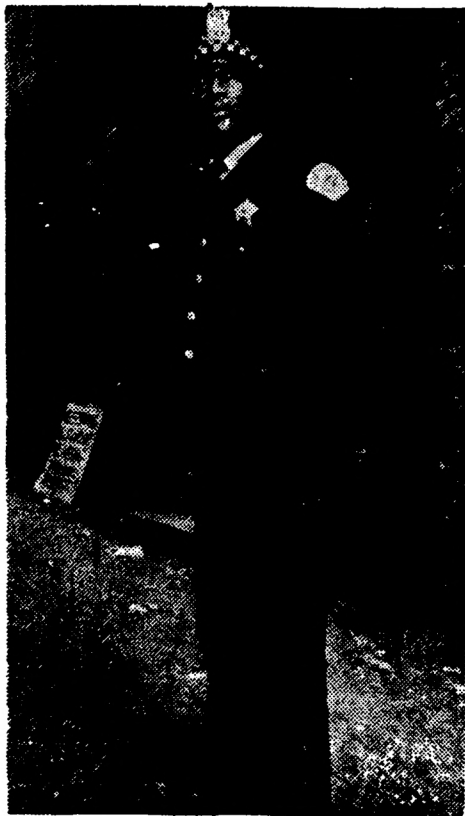
By the spring of 1968, about 50 black cops had attended meetings of the embryonic league, and 30 said they were willing to join. The reasons for their interest varied. Some wanted a "give-em-hell, down with whitey" organization. Others just wanted a sense of identification with their fellow black policemen. But during the three months since the King riots, the informal meetings had occurred more often and the talk grew more militant.

For Palmer, Robinson, Clements, and most of the others, Daley's shoot-to-kill order had crystallized the issue. It meant the institutionalization, the formal blessing, on police brutality.

Now, just a month after the mayor's controversial decree, public interest was still high, and it seemed the perfect time to start recruiting. With the aid of state Sen. Richard M. Newhouse, an anti-Daley black legislator, a charter of incorporation had been drawn up and a name agreed on. They were to be known as the Afro-American Patrolmen's League.

ON THIS night the group struggled long and hard trying to draft a statement of their purposes and goals in clear, precise terms. They wanted it to be accurate, yet not so overbearing that they would all lose their jobs the day the inevitable public announcement was made.

Finally, it was all thrashed out. The statement was full of "whereas's" and



An out-of-favor Robinson on duty behind police headquarters, 1973.



"therefores" and "be it resolveds," but it spelled out their determination to fight racism in the police department and the community. It seemed like a solid platform.

THE NEXT day, May 10, 1968, the Afro-American Patrolmen's League was officially born as a not-for-profit corporation of the State of Illinois. The event went unnoticed by the media and was celebrated only by the dozen or so men who had brought it to life.

Public awareness of the league came two months later on July 13 when Robinson called the newspapers and wire services to a press conference at the dingy, third-floor office the league had rented on East 63d Street.

He wasn't sure anyone would show up, but, by 2 p.m., when the conference was scheduled, he knew differently. Every television station in town and all the papers had their people trekking up the rickety stairs to the tiny office and there was simply no way they could all get in. This first procedural crisis was hurdled by a hasty decision to take everyone outside and make the announcement on the street.

THE AFRO-American Patrolmen's League was presented to the public on the sidewalk along 63d Street in sweltering, 90-degree heat, with the elevated trains rumbling along the tracks overhead. The scene was jammed with almost 200 people — newsmen, policemen, local residents, and curious passers-by. Some of these were intently jotting down names and taking notes. Robinson recognized a few as investigators with the police internal affairs division.

With Robinson and Newhouse on one side and Lee and Clements on the other, Palmer announced that although the newly formed organization so far had only 30 members, it intended to grow and prosper quickly.

In a slightly quivering voice, he read the official proclamation: "We are going to elevate the black policeman in the black community to the same image status enjoyed by the white policeman in the white community — that is, a protector of the citizenry, and not a brutal oppressor. We find it impossible to operate within the framework of existing police associations because they support . . . the shooting of looters. We will no longer permit ourselves to be relegated to the role of brutal pawns in a chess game affecting the black community in which we serve. Donning the blue uniform has not changed us. On the contrary, it has sharpened out perception of our responsibility as black males in a society seemingly unresponsive to the needs of black people . . ."

The announcement was a success. Well-wishers flocked around afterwards, grabbing hands and assuring support. Robinson was gripped around the shoulders by a grizzled old black man with three days' growth of beard and a boozy breath. "Good luck, boy," he said. "I've lived in this damned city for 60 years, and I ain't never been proud of no policeman before. You got guts, I'll say that."



# ROBERT TAYLOR HOMES

## AAPL Attacks Crime

## Taylor Homes War on Crime

The Sunday Sun-Times, January 29, 1978, published a detailed report by Michael Zielenziger on AAPL's new program to reduce crime in the Robert Taylor Homes public housing complex. AAPL Executive Director Renault Robinson and Mrs. Mary Cowherd, head of the tenants' local advisory council at Taylor Homes, proposes a program to involve most of the Homes' residents in security efforts.

Initially, the program will be targeted at three buildings of the complex's 28, on State Street, from 39th to 54th -- one with a high crime rate; one, a moderate crime rate; and one, a strong tenant organization.

AAPL's offshoot organization, the League to Improve the Community, and the tenants' group, working together, hope to establish a paid foot patrol to be operated by tenants, to help tenants stencil property to reduce theft, to teach crime prevention methods to tenants, and, overall, to strengthen tenant councils.

Assault and rape are the No. 1 problems, Robinson said, because 80 % of households in the Taylor Homes are headed by females.

Statistics are not available on the Taylor Homes crime rate, but the Wentworth Avenue Police District, which encompasses the Taylor tract, accounts for more than 10% of the entire city's rapes, assaults and murders, the Sun-Times reported.

AAPL members would volunteer time to help train the unarmed patrols.

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The Chicago Tribune of February 13, 1978, published an account by Clarence Page of the "war on crime" waged by residents of Robert Taylor Homes, the city's largest public housing complex.

Mrs. Mary Cowherd, president of the Taylor Residents Advisory Council, said 138 applications had been received from residents wanting to become paid security patrol persons. The patrol would operate on a 24-hour basis.

She said she hoped CHA would leave 10 of the current security force (which she termed ineffective) to supervise the residents' patrol and would transfer the rest to other CHA facilities. Thus, she added, no jobs would be lost.

The League to Improve the Community has designed an 18-month pilot program for three selected buildings.

Renault Robinson, who heads the Afro-American Patrolmen's League and the League to Improve the Community, told the Tribune that more than \$600,000 was spent for security forces at Taylor last year. But residents are afraid to go out at night, he said.

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Supt. O'Grady (cont'd from p.7)

"There are very few black investigators," he continued, "and they (the department) never even entertained the thought of hiring a black a chief of investigators."

When asked what he thought of O'Grady's pledge to make Chicago "the safest city in the world," he replied,

"Unless he addresses the need to have blacks in policy making and planning positions in the department; hire blacks and minorities and to prosecute and fire

police found guilty of citizens abuse he won't even come close.

"In fact," he concluded, "he'll simply add to the 'very hot kettle' that he's just inherited."

The AAPL is willing to work with the new chief said Saffold, "if he demonstrates a sincere desire to confront these problems.

"If he maintains what Saffold calls a 'we protect our own' (the police for the police) attitude O'Grady, said Saffold, "can count on the AAPL as adversaries."

## AAPL, POLICE Join In Program

The Chicago Defender of January 9, 1978, published a report by Robert McClory, on a new cooperative program soon to be launched by the AAPL and 2nd District (Wentworth) police personnel to reduce crime and improve citizen-police relations in the Robert Taylor Homes area.

The program marks the first official cooperation of the AAPL and the Chicago Police Department, often antagonists in the past.

Erskine Moore, 2nd District Commander, said he has a 12-man vertical patrol unit in the Taylor Homes and other CHA projects in the district.

He was enthusiastic about the possibilities of cutting down crime in the area under the new cooperative venture. "My understanding is that the purpose is to cut down on the losses caused to residents by crime," he said.

"As long as that's what it's about, I'd be crazy not to cooperate".

Renault Robinson said AAPL chose the Taylor Homes "because it's so impacted and has such serious problems. There are 20,000 people living there. About 15,000 of them are 21 or under, and 90 percent of the families are headed by a female."

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## LAWSUIT IN REVIEW

The Afro-American Patrolmen's League suit against the Chicago Police Department for discrimination and violation of League members' constitutional rights continues to provide additional opportunities for League members who suffered violations of their constitutional rights, the Court of Appeals has affirmed the decision of District Court Judge Prentice Marshall in allowing the City to hire new patrol officers from the more recent nondiscriminatory eligibility lists which are being used to develop validated selection procedures. Several hundred minorities and females have been hired from these lists.

On April 27th, the Court will decide the procedures to be followed in the future for promotion of sergeants, including a report on the status of the City's development of new promotional procedures for that rank. It is estimated that there are more than 100 vacancies in the sergeant rank at this time. It is contemplated

that those and any other vacancies which which exist as of April 27th will be filled from the 1973 eligibility list according to the ratios set forth in the final judgment. Thus, the League anticipates that a minimum of 40 or more black sergeants will be promoted in the near future, many of them League members. The final decision as to how many promotions to make and whether to use the 1973 list will be decided by Judge Marshall and will be subject to possible appeals.

Supt. O'Grady: THURSDAY, April 13, 1978  
CHICAGO INDEPENDENT BULLETIN

## We'll wait and see, AAPL

by WILMA RANDLE

IT WAS A NICE thought for a minute but as expected Deputy Supt. Samuel W. Nolan was not named Superintendent of the Chicago Police Department.

Chosen instead was James E. O'Grady, 48, a 25-year career officer. O'Grady was formerly Chief of the Criminal Investigation Division. The appointment was announced Monday by Mayor Michael Bilandic.

O'Grady comes highly recommended by several police organizations including: the Chicago Patrolman's Association, the Fraternal Order of Police, the Chicago Order of Police and the Police Crime Fighter's.

Community groups active in the issue of crime prevention are reluctant to place their seal of approval on O'Grady.

The complaint is that there was no "public input" in the selection of the police chief.

A master foe of the police department, the Afro-American Patrolman's League has voiced its displeasure at the Mayor's "failure to institute an open selection process."

According to the League's presidents, Howard Saffold, Mayor Bilandic "has put a taint on the new superintendent" in regards to public confidence, and, "O'Grady will have to prove himself."

The new chief must, "demonstrate that he's learned from past mistakes" of the department, explained Saffold.

Saffold said there are three major areas which should be of priority to O'Grady: 1) racial discrimination within the department and the hiring of minority officers; 2) excessive use of force

by police against citizens and 3) greater interaction by the department with various community prevention groups.

In commenting on the reality of a black being hired to the spot Saffold continued, "I don't think Sam Nolan was ever seriously considered."

But, he emphasized, the AAPL

will be waiting to see whether O'Grady "utilizes Nolan's talents" by appointing him first deputy superintendent, the number two spot in the department.

Saffold cited Nolan's experience in the area of community-police relations and said there is a great need for that expertise on the force. (The Independent Bulletin pointed to

Same Nolan as top cop in our March 30th edition). He pointed out that while much of the crime in the city is related to blacks and minorities there are almost no black officers in top department jobs. cont'd on p.6

Remember, you heard it through the

# GRAPEVINE

The Official Newsletter of the  
AFRO-AMERICAN PATROLMEN'S LEAGUE

1180 E. 63rd street  
Chicago, Illinois 60637  
667-7384

AAPL



**MEMBERSHIP**

**MEETING**

**SAT. MAY 6, 1978**

**12 NOON**

**VINZANT'S - 936 E. 87**

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## **TOPICS OF DISCUSSION:**

**LAWSUIT IN REVIEW**

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**NATIONAL ISSUES & THEIR IMPACT**

**ON BLACKS IN LAW ENFORCEMENT**

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**NATIONAL CONVENTION**

BE THERE'''

BE ON TIME'''

BE INFORMED'''



**BROTHERS HELPING BROTHERS TO BE BROTHERS**





EXECUTIVE DIRECTOR  
HOWARD SAFFOLD



OFFICIAL NEWSLETTER OF THE

# AFRO-AMERICAN POLICE LEAGUE

7801 S. COTTAGE GROVE-CHICAGO, 60619-TELEPHONE (312) 874-5300

"I Am My Brother's Keeper; Be My Brother"



PRESIDENT  
EDGAR GOSA

VOLUME 1 NUMBER 1



JANUARY - MARCH 1984

## 14 BLACKS PROMOTED TO EXEMPT RANKS

On December 1, 1983, Superintendent Fred Rice shook up the Police hierarchy making sixty changes in personnel including promotions, and lateral transfers.

An unprecedented 14 Black officers were promoted bringing the total number of Black exempt officers to 24. Among those promoted were: Robert A. Williams, Deputy Superintendent, Bureau of Investigative Services; Rudolph Nimocks, Chief of Organized Crime Division; Edwin Bishop, Executive Assistant to the Superintendent and legal counsel for the Department; Elgia Cook, Assistant Deputy Superintendent; Leroy Martin, Deputy Chief of Patrol Area 4; Mardren Johnson, Commander 2nd District; Robert Jones, Commander 11th District; Sanford Neal, Commander 15th District; Hubert Holton Sr., Commander Detective Division Area 2; Joe Mayo, Commander Youth Division; August Sylvain, Commander Intelligence Section; Edward Buckney, Director, Training Division; George Banks, Director, General-Support Division; and most recently, Gladys Lindsay, Director of News Affairs.

Mrs. Lindsay, the wife of retired Lt. Art Lindsay, a former Department employee and CBS-TV Field Producer, brings to the Department great journalistic expertise. Additionally, and more importantly, she has the distinction of being the first Black female exempt officer in the history of the Chicago Police Department. Congratulations!! And welcome Mrs. Lindsay.

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## THE PRESIDENT SPEAKS

By Edgar Gosa

Happy New Year! As we embark upon this new year, we must affirm our support for the Afro-American Police League. As you know, the organization has not been afforded payroll deductions for membership for over three years since the onset of the collective bargaining contract, which prohibits dues deductions for police organizations. We have had to tighten our belts, dig deeply into our pockets and make do with what we have. We've had some success with fundraising activities, but these activities alone will not keep a membership organization economically viable.

The Board of Directors has plans for 1984 that will require your participation and support: In April, A Founder's Day Celebration; in October, a Masquerade Ball; the Grapevine Newsletter, regular monthly membership meetings and station visitations. We solicit your input and involvement.

The League is needed to continue to act as an advocate for Black police officers and the Black community.

Those of you who were around 15 years ago know what it was like for the Black police officer and our community. You know, as the more recently appointed officers may not, that the Black officer was overtly discriminated against in hiring, assignments, promotions and discipline. Black Citizens were constantly subjected to abuse, both physical and verbal, and subjected to poor police service. Those that denied us opportunities (and the right to quality existence) are still with us and working just as hard for our demise.

THE REAGAN ADMINISTRATION AND  
AFFIRMATIVE ACTION

The present all-out assault launched upon affirmative action programs, designed for the hiring and promotion of Black and other minority police officers throughout the United States, by the "Justice" Department cannot escape the attention of even the most casual observer. In early 1983, the Justice Department, under the direction of Ronald Reagan, appeared as plaintiff in cases arising from Boston, New Orleans, Detroit and Memphis. In each case the Court was petitioned by the Justice Department who took the position that - established affirmative action programs are tantamount to reverse discrimination and should therefore be permanently discontinued. If the Court should rule in the Justice Departments' favor (final decisions are pending) it will have effectively scuttled all affirmative action programs, thus destroying the hard-fought gains they produced for Blacks, females and other minorities over the last ten years.

Presently, we are witnessing another thrust directed toward the dismantling of affirmative action programs being directed by the U.S. Commission on Civil Rights. The Commission has joined the Justice Department in a twin assault aimed, not only at eliminating affirmative action programs in law enforcement agencies, but also in all other areas of the public sector. The impact of such a devastating blow is best stated by the following quote from the USA Today News paper, January 18, 1984, "The U.S. Commission on Civil Rights, for the first time in its history, rejected affirmative action mandated quotas as a remedy for discrimination and declared itself unbound by past policies. The move cleared the way for the Commission, if it chooses, to reject more than 25 years of Civil Rights policies", commented Chairman Clarence Pendleton Jr. "The Commission declared its own independence of past policies that supported mandatory quotas for hiring and promoting Blacks, Women, Hispanics and other minorities."

STAY TUNED!! BE INFORMED!! WORK FOR UNITY!

By Wilbourne Woods

V O L U N T E E R S   N E E D E D ! !

Can you type? File? Write Letters? Answer telephones? If so, the League needs you as a volunteer to assist its staff Mon-

day thru Friday, 10AM-6PM. Call the office and donate 2,4,6, or even 8 hours - Phone 874-5300

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LEAGUE MEMBERS VOLUNTEER FOR UNITED  
NEGRO SCHOLARSHIP FUND DRIVE

The League and Ms. Montie Blackmon, Project Manager/Producer for the UNCF, acknowledges and thanks the following officers who volunteered their time to help make the fund drive a success: Willie Cobb, Hosea Crossley, Leroy Grant Jerrol Meriwether, Ronald Spencer, Alfred Muse, Robert Norise, Edward Hansberry, Ralph Turner, Willie Ware, Raymond Armstrong, Edgar Gosa, Carolyn Humphries, Lillie Crump, Janelia Freeman, Charles Sias, Jacqueline Thomas, Jerry Crawley, Richard Smiley, Wilbourne Woods, Hedy Woods and Fredrick Robertson.

'84 MEMBERSHIP DRIVE IN MOTION

The AAPL 1984 Membership Drive has begun. If you have not joined you will be contacted by the Membership Committee. Dues are \$100 per year, starting from the date of your first payment. The dues are payable in full or in \$50 or \$25 installments. If you attended the League's "From the Alley to the Hall", and signed a membership card, your dues are paid up through August 1984. If you did not receive your membership pin and decal, call or visit the League office to pick them up. If you wish to join now, simply fill out the membership card attached (see p.4) and remit all or a portion of your dues.

SOMETHING TO THINK ABOUT...

Here in Chicago, the Fraternal Order of Police has fallen in step with the mood of the Reagan Administration in attempting to eliminate affirmative action gains which have been made. If some of the items listed by the F.O.P. in its contract negotiations for 1984 are granted, you can be sure that minorities will once again be adversely impacted upon.

Some of the contract negotiation items include (1) premium pay for first and third watch assignments, these watches are manned almost exclusively by minority members, (2) assignments made on the basis of seniority. Contrary to common belief, a large number of minority officers are in the 7-10 year seniority range, which places them in the lower levels of the seniority.

(Continued on page 4)

FROM THE EXECUTIVE DIRECTOR  
Howard Saffold

Dear Reader,

The future has never been so promising with respect to the goals of the Afro-American Police League. In order to appreciate the full essence of what has happened, what is taking place now and what our plans for the future entail, we should all take a look at the inventory page.

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**SOMETHING TO THINK ABOUT... (cont'd p.2)**

(3) Permanent rank and premium pay for youth officers, detectives, gang crime specialists, evidence technicians, patrol specialists and others. Would you believe that there are less than 50 Black detectives assigned to street duty citywide? How many Black or Hispanic youth officers or detectives can you name? It gives you something to think about...

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**PERSONNEL DATA CARD**





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"I Am My Brother's Keeper; Be My Brother"



PRESIDENT  
EDGAR GOSA

VOLUME 1 NUMBER 1



JANUARY - MARCH 1984

## 14 BLACKS PROMOTED TO EXEMPT RANKS

On December 1, 1983, Superintendent Fred Rice shook up the Police hierarchy making sixty changes in personnel including promotions, and lateral transfers.

An unprecedented 14 Black officers were promoted bringing the total number of Black exempt officers to 24. Among those promoted were: Robert A. Williams, Deputy Superintendent, Bureau of Investigative Services; Rudolph Nimocks, Chief of Organized Crime Division; Edwin Bishop, Executive Assistant to the Superintendent and legal counsel for the Department; Elgia Cook, Assistant Deputy Superintendent; Leroy Martin, Deputy Chief of Patrol Area 4; Mardren Johnson, Commander 2nd District; Robert Jones, Commander 11th District; Sanford Neal, Commander 15th District; Hubert Holton Sr., Commander Detective Division Area 2; Joe Mayo, Commander Youth Division; August Sylvain, Commander Intelligence Section; Edward Buckney, Director, Training Division; George Banks, Director, General-Support Division; and most recently, Gladys Lindsay, Director of News Affairs.

Mrs. Lindsay, the wife of retired Lt. Art Lindsay, a former Department employee and CBS-TV Field Producer, brings to the Department great journalistic expertise. Additionally, and more importantly, she has the distinction of being the first Black female exempt officer in the history of the Chicago Police Department. Congratulations!! And welcome Mrs. Lindsay.

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## THE PRESIDENT SPEAKS By Edgar Gosa

Happy New Year! As we embark upon this new year, we must affirm our support for the Afro-American Police League. As you know, the organization has not been afforded payroll deductions for membership for over three years since the onset of the collective bargaining contract, which prohibits dues deductions for police organizations. We have had to tighten our belts, dig deeply into our pockets and make do with what we have. We've had some success with fundraising activities, but these activities alone will not keep a membership organization economically viable.

The Board of Directors has plans for 1984 that will require your participation and support: In April, A Founder's Day Celebration; in October, a Masquerade Ball; the Grapevine Newsletter, regular monthly membership meetings and station visitations. We solicit your input and involvement.

The League is needed to continue to act as an advocate for Black police officers and the Black community.

Those of you who were around 15 years ago know what it was like for the Black police officer and our community. You know, as the more recently appointed officers may not, that the Black officer was overtly discriminated against in hiring, assignments, promotions and discipline. Black Citizens were constantly subjected to abuse, both physical and verbal, and subjected to poor police service. Those that denied us opportunities (and the right to quality existence) are still with us and working just as hard for our demise.

THE REAGAN ADMINISTRATION AND  
AFFIRMATIVE ACTION

The present all-out assault launched upon affirmative action programs, designed for the hiring and promotion of Black and other minority police officers throughout the United States, by the "Justice" Department cannot escape the attention of even the most casual observer. In early 1983, the Justice Department, under the direction of Ronald Reagan, appeared as plaintiff in cases arising from Boston, New Orleans, Detroit and Memphis. In each case the Court was petitioned by the Justice Department who took the position that - established affirmative action programs are tantamount to reverse discrimination and should therefore be permanently discontinued. If the Court should rule in the Justice Departments' favor (final decisions are pending) it will have effectively scuttled all affirmative action programs, thus destroying the hard-fought gains they produced for Blacks, females and other minorities over the last ten years.

Presently, we are witnessing another thrust directed toward the dismantling of affirmative action programs being directed by the U.S. Commission on Civil Rights. The Commission has joined the Justice Department in a twin assault aimed, not only at eliminating affirmative action programs in law enforcement agencies, but also in all other areas of the public sector. The impact of such a devastating blow is best stated by the following quote from the USA Today News paper, January 18, 1984, "The U.S. Commission on Civil Rights, for the first time in its history, rejected affirmative action mandated quotas as a remedy for discrimination and declared itself unbound by past policies. The move cleared the way for the Commission, if it chooses, to reject more than 25 years of Civil Rights policies", commented Chairman Clarence Pendleton Jr. "The Commission declared its own independence of past policies that supported mandatory quotas for hiring and promoting Blacks, Women, Hispanics and other minorities."

STAY TUNED!! BE INFORMED!! WORK FOR UNITY!

By Wilbourne Woods

V O L U N T E E R S   N E E D E D ! !

Can you type? File? Write Letters? Answer telephones? If so, the League needs you as a volunteer to assist its staff Mon-

day thru Friday, 10AM-6PM. Call the office and donate 2,4,6, or even 8 hours - Phone 874-5300

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LEAGUE MEMBERS VOLUNTEER FOR UNITED  
NEGRO SCHOLARSHIP FUND DRIVE

The League and Ms. Montie Blackmon, Project Manager/Producer for the UNCF, acknowledges and thanks the following officers who volunteered their time to help make the fund drive a success: Willie Cobb, Hosea Crossley, Leroy Grant Jerrol Meriwether, Ronald Spencer, Alfred Muse, Robert Norise, Edward Hansberry, Ralph Turner, Willie Ware, Raymond Armstrong, Edgar Gosa, Carolyn Humphries, Lillie Crump, Janelia Freeman, Charles Sias, Jacqueline Thomas, Jerry Crawley, Richard Smiley, Wilbourne Woods, Hedy Woods and Fredrick Robertson.

'84 MEMBERSHIP DRIVE IN MOTION

The AAPL 1984 Membership Drive has begun. If you have not joined you will be contacted by the Membership Committee. Dues are \$100 per year, starting from the date of your first payment. The dues are payable in full or in \$50 or \$25 installments. If you attended the League's "From the Alley to the Hall", and signed a membership card, your dues are paid up through August 1984. If you did not receive your membership pin and decal, call or visit the League office to pick them up. If you wish to join now, simply fill out the membership card attached (see p.4) and remit all or a portion of your dues.

SOMETHING TO THINK ABOUT...

Here in Chicago, the Fraternal Order of Police has fallen in step with the mood of the Reagan Administration in attempting to eliminate affirmative action gains which have been made. If some of the items listed by the F.O.P. in its contract negotiations for 1984 are granted, you can be sure that minorities will once again be adversely impacted upon.

Some of the contract negotiation items include (1) premium pay for first and third watch assignments, these watches are manned almost exclusively by minority members, (2) assignments made on the basis of seniority. Contrary to common belief, a large number of minority officers are in the 7-10 year seniority range, which places them in the lower levels of the seniority.

(Continued on page 4)

FROM THE EXECUTIVE DIRECTOR  
Howard Saffold

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PRESIDENT  
EDGAR GOSA

VOLUME 1 NUMBER 2



APRIL - JUNE 1984

## SUPERINTENDENT RICE ADDRESSES AAPL MEETING

By Howard Saffold, Exec. Dir.

Supt. Fred Rice addressed some 400 police officers who attended the general membership meeting of the Afro-American Police League held on April 10, 1984 at Malcolm X College. The Superintendent fielded tough questions raised by police officers from Units throughout the Department, with respect to promotions, pending promotional examinations, transfers to specialized Units, the grievance procedure, the obligation of the Union to the rank and file, personal problems of police officers, both male and female, and a host of related questions.

What emerged from this discussion between police officers and the Superintendent was a "clearing of the air" regarding the direction the Department will take under Rice's Administration. It was the first such gathering of police officers where the Superintendent openly addressed the issues of policy and direction. The Superintendent, for example, announced his "open door" policy, indicating his availability to any officer who has a serious concern. He has selected a management team who believes, as he does, that certain inequities in the Department, and you know what they are, should be eradicated - he indicated that his administration is working toward the resolution of those inequities. Further, the Superintendent agreed to return to future meetings so that officers can measure progress and continue to raise concerns.

In short, the Rice Administration is committed to setting a standard of fairness for all police officers. This commitment will provide new opportunities for the well disciplined and well prepared officer seeking mobility in the Department.

## FROM THE PRESIDENT...FOUNDERS' DAY CELEBRATION

By Edgar L. Gosa

The Afro-American Police League's Founders' Day Celebration will be held on April 29, 1984 at the Shedd Aquarium, 1200 South Lake Shore Dr. beginning at 6:00 PM. The Affair will be hosted by Warner Saunders and our special performing guest will be Comedian/Activist Dick Gregory. The purpose of "Founders' Day" is to restate the goals and objectives of the organization and to reaffirm the proposition made in a statement by Renault Robinson when he spoke to a group of Black police officers in 1968. He stated:

"We are going to elevate the Black policeman in the Black community to the same image-status enjoyed by White policemen in the white community; that is, a protector of citizenry and not a brutal oppressor. We find it impossible to operate within the framework of existing police associations. For example, we disagree categorically with the position of the Fraternal Order of Police supporting "Stop and Frisk" and "Shoot to Kill" or maim looters during civil disorders. We will no longer let ourselves be relegated to the role of brutal pawns in a chess game affecting the communities in which we serve. We are husbands, fathers, brothers, neighbors and members of the Black community. Donning the blue uniform does not change this. On the contrary, it has sharpened our perception of our responsibilities as black males in a society seemingly unresponsive to the needs of Black people. We see our role as protector of this community and that is the role we intend to fulfill."

The Affair will be a cocktail reception and an awards presentation to salute those who have performed outstanding services to the Black community. The Founders' Day event is being called a "Celebration" because we intend to Celebrate some of the hard-won successes over the last 15 years; we effected many changes which many of you enjoy today. So, make a special effort to attend and support the Founder's Day Celebration (black tie optional). Those interested in renting formalwear are referred to D&G Mens Formal Wear, 7852 S. Jeffery. 375-6441.

R E M E M B E R

A P R I L 2 9 T H

#### NBPA REGIONAL CONFAB

By Wilbourn Woods

The NBPA Regional Conference was held March 30-31, 1984 in Kalamazoo, Michigan and hosted by the Black Police Officers Association (BPOA) of Kalamazoo. The Invocation was given by our President, Ed Gosa, who called for purpose, unity and dedication.

Regional Chairman, Sgt. Willie Bell of Detroit Michigan, opened the conference by announcing its dual theme of "Building Unity and Solidarity for the Future" and "The Power of the Black Vote is Key in 1985". Chairman Bell welcomed the membership of six new chapters in the Midwest Region, including St Paul, Mn, Madison Wi, Indianapolis, Gary and Marion Indiana and Oak Park Illinois.

Bell further acknowledged the presence of Ronald Hampton, National Chairman of the NBPA, who traveled from Washington DC to participate in the Conference. In addition to giving an up-date on NBPA programs and activities, Brother Hampton related the NBPA's involvement in the litigation brought by the U.S. Justice Department involving affirmative action programs in Detroit, Boston and Memphis. He assured those in attendance that the NBPA would remain vigilant and aggressive in its determination to protect our hard-won gains.

But it was our own Executive Director and Vice Chairman of the NBPA, Howard Saffold who electrified the Conference by his keen analysis of the complexities we are encountering in our respective departments, nationally, and what course we must take.

#### THE BIRTHDAY CORNER.....

Adding another year are: March: J. Alexander, L. Armisted, C. Barnett, M. Brown, R. Carpenter, R. Digby, A. Francis, A. Ware, R. Gordon, L. Grant, L. Green, A. Hart, A. Henderson, E. Hodges, K. Toy-Huh, R. Langston, R. Langston, H. Mason, N. Ross, E. Shumpert, J. Trevino, C. Tribble, G. Wesley, F. Williams, P. Williams, L. DePillars, J. McKnight, A. Poole, E. Harris, P. Lovelless, C. Spencer, L. Strong, L. Willis, R. Smiley. April: M. Boynes, P. Bryant, J. Croswell, M. Garner, C. Griffin, G. Jackson, P. Jones, F. Layne, O. Love, K. Marshall, H. Mays, J. Morton, A. Muse, L. Pruitt, J. Randle, T. Simmons, R. Smith, J. Wilson, R. Wilson, D. Woods, J. Capers, K. Grizzard, L. Jones, G. Roby, V. Jones, C. Lee, D. Lee, D. Lemieux, J. Moore, C. Raymond, M. Williams. May: H. Anthony, G. Barron, W. Berry, M. Christmon, H. Cross, H. Crossley, C. Ferguson, E. Fernandes, J. Freeman, M. Gaines, I. Height, S. King, C. Lewis, K. Martin, J. McLendon, S. Pamon, D. Pearson, D. Rozell, L. Smith, T. Swoope, W. Woods, D. Greene, B. Haley, A. Williams, R. Allen, M. Askey, Y. Clinkscales, P. Davis, T. Davis, J. Franklin, P. Jones, W. Jones, C. Moore, F. Parrott, J. Patterson, J. Winston.

#### SERGEANT'S STUDY GROUP TO START....

The AAPL will be conducting a study group for the Sergeant's examination beginning on Saturday, 7 April 1984, 12 noon Malcolm X College. All AAPL members are invited and are asked to bring their updated set of Department General and Special Orders. Further information regarding the format and conduct of the study group will be discussed at the first session. The sessions will run every Saturday, at noon, at Malcolm X College until further notice.

#### SPECIAL FAMILY FITNESS FREE-FOR-ALL

The AAPL will sponsor a special fitness holiday at the new South Shore YMCA, Sunday, June 10, 1984. This fun-filled day is designed to bring AAPL families together for fellowship, fitness, fun and good health. Special features will include: Aerobics classes, new fitness weight room, volleyball, basketball, swimming, sauna room, steam room, exercise dance class, and nutrition seminar. Also featured will be refreshments and juice bar. A special reduced membership will be offered to AAPL members who wish to join the YMCA. This will be our exclusive day. Please plan to come out and join the fun.

#### SEMINAR ON BURGLARY AND RELATED OFFENSES

The John Marshall Law School Institute of Criminal Justice is conducting a seminar on "Burglary and Related Offenses" at the law school, 315 South Plymouth Court on Saturday, 14 April 1984. The seminar will begin at 0830 and concludes at 1530 hours. Among the topics to be discussed are: (1) Laws Governing Burglary and Related Offenses, (2) Investigation of Burglary Cases, (3) Security Systems and Alarm Devices (4) Safe Burglaries and Major Property Crimes and (5) Use of forensic sciences in Burglary Investigations. We encourage all police officers to attend this informative seminar. Certificates will be awarded at the conclusion of the workshops.

#### O.P.S. OPENS NEIGHBORHOOD OFFICES

The Office of Professional Standards has opened two neighborhood offices where the public can bring complaints of police brutality. The two centers are in Beat Representative offices. Locations are: 9th District, 5005 S. Ashland; and 13th District, 2156 West Chicago Ave. Each office will be staffed by at least one investigator and will be open Monday through Friday from 11AM to 7PM. The OPS will continue to take complaints by phone at 744-5496.

#### AAPL INSTALLS AWARDS RECOGNITION

On April 29, 1984 the Afro-American Police League will celebrate Founders Day by recognizing those police officers and citizens at large, who have demonstrated a sense of commitment and sensitivity to the welfare and needs of Chicago's Black community, in the area of the Criminal Justice System. The Awards are:

(1) The President's Award

Criteria: Command Level Police Officer who has demonstrated leadership, accountability and responsibility in bringing about improvement in the relationship of the Black community and the Chicago Police Department.

(2) Founders Award

Criteria: The recipient(s) must have made significant acts and/or accomplishments in their area of responsibility that promote and advance the goals and objectives of the A.A.P.L. that of combating discrimination, brutality, and corruption within the Chicago Police Department.

(3) Award of Valor

Criteria: The recipient must have in his act(s) of valor demonstrated professional judgement, and concern, for the safety and welfare of the citizens of Chicago in his act(s) of bravery.

(4) Posthumous Award

Criteria: The recipient must have met death in the line of duty while performing police service in the Black community.

(5) Meritorious Service Award

Criteria: A record of performance and service to the Black community which reflects dedication to the principles of human dignity and serves as a model of fortitude that advance the ideals of the A.A.P.L.

(6) Gold Star Award

Criteria: A retired Black police officer, retired in good standing. Be in attendance at the certificate presentation and become a member of the "Gold Star Club".

The AAPL is soliciting your help in identifying individuals who are deserving of recognition. Anyone wishing to recommend individuals for consideration please submit the following (cont'd in next column)

(Cont'd from previous column)

information: Name, Address, Telephone #, Award Recommendation, Star, Length of Service Unit of Assignment, a brief resume and history of the act(s) and deeds to be considered. This information should be forwarded to the AAPL office, 7801 South Cottage Grove, 874-5300.

#### HOUSING REHABILITATION LOANS

The Department of Housing is coordinating two new housing rehabilitation loan programs: one for buildings of one-to-four units and the other for five units or more. There is also a home improvement loan program. This program is designed for improvements for single family homes or buildings of four or fewer units. Applicants must live in and own the building to be improved. Loans up to \$15,000 are available at 3% or 10% depending on the family size and income of the applicant. For further information call 922-7988.

#### GRAPEVINE SOLICITS

##### ARTICLES

The Grapevine Newsletter is a quarterly communications tabloid through which information is disseminated from the AAPL, to its members. But, communications is a two-way proposition. Accordingly, members and non-members are encouraged to submit articles expressing their thoughts, ideas and concerns. We would particularly like to hear the concerns of female officers relative to "the job".

Those interested in submitting articles may do so by mailing the article to the AAPL office or dropping it off at the League office daily between 10:00 AM and 6:00 PM. The deadlines for submitting articles are 15 April, 15 June and 15 October. Don't wait!!!

Participate!!!

#### C O M I N G A T T R A C T I O N

Howard Saffold will discuss Unions: what they do or do not do for you.

Jerry Crawley will give an Affirmative Action Update.

Report on April 14 General Membership Meeting with guest speaker, Deputy Superintendent Robert A. Williams.

D O N ' T F O R G E T A P R I L 2 9
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A F R O - A M E R I C A N   P O L I C E   L E A G U E ' S

# Founders Day Celebration

C E L E B R A T I N G   1 6   Y E A R S  
O F   S E R V I C E

Sunday. April 29, 1984 - 6:00 - 10:00 PM

Guest Performer **DICK GREGORY**

Cocktail Reception ~ Awards Presentation

## SHEDD AQUARIUM

1 2 0 0   S O U T H   L A K E   S H O R E  
D R I V E

BLACK TIE OPTION

DONATION: \$35.00

FOR TICKET INFORMATION CALL THE LEAGUE OFFICE 874-5300  
OR STOP BY LEAGUE HEADQUARTERS, 7801 SOUTH COTTAGE GROVE  
SUITE 221 - OFFICE HOURS 10:00 A.M. to 6:00 P.M.