

The Indiana Plan of Bi-Racial Cooperation

Outlines of a program of coordinated activity directed toward the placement of more Negro workers in industry—along with a report of the results to date.

Pamphlet No. 3

APRIL, 1942

Prepared by
The Indiana State Defense Council
in cooperation with
The Indiana State Chamber of Commerce

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Foreword

We have received
THIS is the third in a series of pamphlets dealing with the problem of the Negro in industry prepared since the close of the 1941 General Assembly.

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The first pamphlet entitled, "The Story of H. B. 445," was a review of the legislative fight on a bill proposed to eliminate discrimination against Negroes in defense industries by law. In setting forth the issues, which are nation-wide in scope, the pamphlet pointed out that "although H. B. 445 is dead, the problem lives on."

How much money
The second pamphlet ~~was~~ entitled, "The Action Toward A Solution of the Problem of the Negro In Industry" and was a report of the initial meeting of the Bi-Racial Committee. The organization of the Indiana State Defense Council with J. Chester Allen, Representative from St. Joseph County, as Negro Activities Coordinator, the appointment of a 16-member Negro Committee by Governor Schricker and the formation of a white committee in the Indiana State Chamber of Commerce under Stowell C. Wasson, general manager, National Malleable Steel Castings Co., was reported. In addition to the description of activity on the state level the outlines of a plan of direct action were announced.

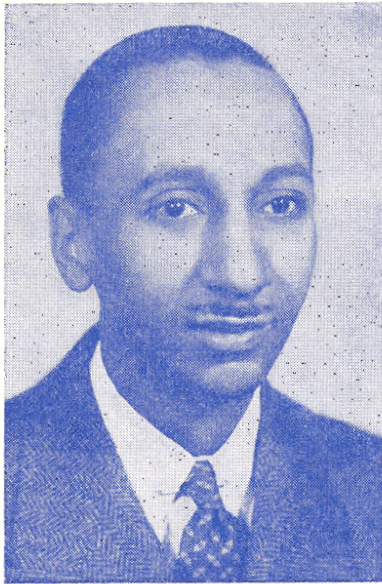
This third pamphlet, "The Indiana Plan of Bi-Racial Cooperation," tells the story of the practical operation of a program on the community level for making full use of all labor in the prosecution of the war effort. Now that the emphasis of the program is on the local level, the No. 1 job is creating job opportunities, or in other words, "getting Negroes employed in industry where they had not been employed before."

The plan of Bi-Racial cooperation in Indiana has been realistic rather than sentimental and its approach has been positive rather than negative. For instance, the grim fact that idle hands cannot be tolerated with the nation committed to "all-out war" has been stressed rather than the emotional appeal of fair play, and the local committees have said, "here are good men ready to work" instead of "why don't you hire Negroes?". Those connected with the program have recognized that this is primarily a "selling" job and that the time-honored principles of good salesmanship properly applied will produce results.

This pamphlet does not contend that the millenium is at hand. It only asks that the results to date be judged in the light of the size of the problem.

CLARENCE A. JACKSON
Civilian Defense Director

Office of Negro Activities Coordinator in State Defense Council Gives Report of Progress on Program of Industrial Placement for Negroes



MR. ALLEN
Negro Activities Coordinator

Editor's Note: The following report represents the first published statement of the progress which has been made in the field of Bi-Racial Cooperation since the office of Negro Activities Coordinator has been functioning in the State Defense Council. It suggests that an improvement in the prevailing attitude through the creation of machinery for tackling the problem has been an outstanding achievement in clearing the way for even greater gains.

(By J. Chester Allen)

IN addition to providing a home rule method of remedying discriminatory practices against colored workers in war defense industries long before the Presidential Order of June 25, 1941, with respect to the same subject, the "Four Horsemen" who provided the dynamic leadership for this program originally sponsored by the Indiana State Chamber of Commerce (Governor Henry F. Schricker, Lothair Teetor, Clarence A. Jackson, and Stowell C. Wasson) have, in view of the Pearl Harbor incident, demonstrated a type of American patriotism worthy of emulation throughout the country.

Local Programs Develop

All state agencies of government, the state officers of the American Federation of Labor, and the State Industrial Union Council, together with leading colored citizens throughout Indiana have closed ranks to work as a bi-racial unit on this problem. This pattern is now being transposed to the level of local communities through the vehicle of local bi-racial committees comprising three representatives from C. I. O. and three from A. F. of L. unions, three local manufacturers, and three local Negro citizens who will, around the conference table, concentrate on unemployment problems among Negro workers of their respective cities. These are already set and functioning in twenty cities where local defense unemployment committees have been organized. For the past several months the work of these local committees has largely been that of surveying the Negro labor supply and by questionnaires cataloguing as to the number and types of Negro employables available for work in national defense industries. This available

data has disclosed hundreds of Negroes possessed of skills essential to war defense work, which number is being daily augmented by Negroes enrolled in various types of defense training programs. The major labor unions are fast appointing local representatives to function with these local colored committees. The Indiana State Chamber of Commerce is also appointing local manufacturers to complete this bi-racial set-up in every local community in which a relatively large Negro population resides. Although the activities of these local bi-racial committees are just getting under way, much progress in the matter of increased employment among Negroes in war defense industries has

NEGRO DISTRICT CHAIRMEN

The Negro District Chairmen, appointed by Governor Henry F. Schricker, to act as District Coordinators under the State Negro Activities Coordinator are as follows:

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| District No. 1 | Benjamin F. Wilson, Gary, and James S. Hunter, East Chicago |
| District No. 2 | Mrs. Rachel Roberts, Logansport |
| District No. 3 | Rev. Gerald L. Hayden, South Bend |
| District No. 4 | Edgar J. Unthank, Ft. Wayne |
| District No. 5 | Gus Kennedy, Kokomo |
| District No. 6 | Dr. J. J. Hoover, Terre Haute |
| District No. 7 | Alfred Clinton, Vincennes |
| District No. 8 | Dr. Raymond King, Evansville |
| District No. 9 | Rev. J. O. Clark, Jeffersonville |
| District No. 10 | Cornelius Richardson, Richmond, and Charles Booher, Muncie |
| District No. 11 | W. Chester Hibbitt, Dr. Theodore Cable, Sumner Furniss and Wilbur Grant, all of Indianapolis |

already been observed. In August, a report of the progress of this program was issued by the Indiana State Chamber of Commerce and the Indiana Defense Council in which the general plan of action adopted by the Bi-Racial Committee on the state level was described.

It is safe to say that since the inauguration of this program, several thousand Negro workers have been given employment throughout the State of Indiana as a result of the conscientious efforts of the Director of the Indiana State Defense Council, the State Chamber of Commerce, the Chairman of the state committee of industrialists, the state offices of the major labor unions, Negro district chairmen, the state and local offices of the Indiana Employment Security Division, and the heads of defense training schools. Although this much success has attended the first few months of this program, it must be remembered that the surface has merely been scratched when it is recalled that in the early months of this year reliable estimates placed the unemployment of Negroes of Indiana at forty per cent.

Jobs Are Sought First

At the initial bi-racial conference of June 27th, one of the points emphasized and decided by the conference was that there would be a determined effort made to obtain jobs for Negroes irrespective of the type of job made available or the special training of the applicant. This was based on the premise that with the great unemployment then existing among Negroes, immediate employment was most urgently needed, and that there was no time for opportunities to be created for special jobs. It was also concluded by that conference that in the matter of breaking down discrimination in many industries which had not employed Negroes, it would be more advisable to open the doors for Negro employment, and after these doors were opened, to embark upon a program of obtaining jobs for Negroes in accordance with their training and skill.

Your Coordinator is happy to report that through the careful selection of the types of Negroes recommended to new job opportunities a great deal of goodwill toward Negro labor has been engendered among both employers and white workers alike. Credit for this must be given to the conscientious work of various local colored defense unemployment committees in carefully tabulating and from personal knowledge of the workers of their community, putting into new places the most dependable and efficient members of their racial group.

War Speeds Up Program

With the advent of America as an active belligerent in the present war conflict, it is anticipated that much impetus will be given this program of greater Negro employment in war defense industries in Indiana. Through the gratuitous participation and services of Negro district chairmen and members of their local committees numbering over two hundred throughout the state, these Negro leaders of Indiana stand ready to cooperate fully in the one hundred per cent production program for which our President is calling. Negro labor of this state constitutes a source of man power rich in loyalty to American institutions and possessed of varied skills now so urgently needed in the total defense effort being made throughout our country.

In the past several months, these Negro committees already referred to have been engaged in surveying this reservoir of Negro labor and now have a good idea of the number and types of Negro workers available for work in war defense industries. The hundred per cent production of war materials will demand the continuous service of all available man power, both men and women, skilled and unskilled, black and white. Indiana, as the third largest defense center of the country, is inescapably a pivotal point in the production of war materials, and through the vehicle of local bi-racial committees which are now beginning to function, the Negro citizens of Indiana hope to be given opportunity to fully serve their country in the war defense industries, an opportunity for which they have been striving for many months, fully realizing the great

emergency now facing America and the vital necessity for unified action and fullest contribution of any skills possessed by all American citizens.

Data Now Being Compiled

It is felt by your Coordinator that the need for the information and data already assembled and now being assembled by the colored civilian defense committees will be increasingly felt, and will also be of great assistance to manufacturers of Indiana, who will perhaps from now on be almost totally engaged in the production of materials essential to war.

Since the treacherous attack on American citizens and property at Pearl Harbor and the Philippines made on December 7, 1941, your Coordinator has been besieged by Negro citizens eager to expand the activities of the local committees to include such related patriotic endeavors as the selling of defense stamps and bonds, the setting up of Negro guard units for the protection of military objectives, the sending of gifts to soldiers, sewing for the Red Cross, recreational activities, the helping of persons to obtain birth certificates, and the participation in the general civilian defense program designed to promote the safety and health and unity of action among all citizens desirous of helping achieve the ultimate victory, for which America is destined, over the forces of totalitarianism on all fronts.

Full Cooperation Urged

Your Coordinator has sent a memorandum to all Negro committees urging them to set up speakers' bureaus for the promoting of sales of defense bonds and urging the full cooperation of these committees with their respective county civilian defense directors.

Your Coordinator respectfully submits that America needs the unified efforts of all patriotic citizens. The Negro civilian defense committees which have been established throughout Indiana and which have been contributing so patriotically to the defense effort of Indiana, stand in a unique position at this time to carry out a program of providing the services of countless thousands of loyal, trained American workers, skilled and unskilled, men and women, whose record of loyalty and service dates in an unbroken chain back to the year 1620. It is the belief of your Coordinator that with the continued sincere cooperation of the State Chamber of Commerce and its state committee of manufacturers, headed by Mr. Stowell C. Wasson, the Director of the Indiana Defense Council, the state and local offices of the Congress of Industrial Organizations, and the American Federation of Labor, the state Negro directors and their local committees and the agencies of state government under the splendid leadership of our Governor, the Negro citizens of Indiana, numbering in excess of one hundred fifty thousand will soon be permitted to make their full contribution to the efforts of America to win this war.

Negro Sub-Committees Named By Negro Activities Coordinator

IN pursuance of the program outlined by the Bi-Racial Committee, the Indiana Negro Activities Coordinator has appointed, with the approval of the Negro District Chairmen, the following local sub-committees to work in cooperation with local white committees to be set up under the white District chairmen:

Gary—Benjamin F. Wilson, Chairman. Reverend J. Claude Allen, George Mahin, Mrs. Lena Harris, H. P. Reid and Nathan Vann.

East Chicago—James Hunter, Chairman. Dr. A. C. Payne, Reverend John C. Allen, John Hilton, William Young, Henry Walker, James Dent and Joseph Tallier.

Logansport—Mrs. Rachel Roberts, Chairman. A. Dunn, Mrs. James A. Carter, Mrs. Stella D. Parker, DeVaughn Penick, Reverend Ralph Jackson and Mrs. Laura Blanks.

South Bend—Reverend Gerald L. Hayden, Chairman. Charles H. Wills, John Davis, Dr. B. W. Streets, Jesse Dickinson, B. G. Smith, J. P. Robinson, Mrs. Elizabeth F. Allen.

Laporte—Wilburn Dunstan, Chairman.

Elkhart—F. M. Tolson, Chairman. Edward Ingram, Eugene Reeves, Davis Edwards, Richard Smith, Reverend D. A. Houston.

Fort Wayne—Edgar J. Unthank, Chairman. Reverend William E. Guy, Reverend G. W. Lucas, Mrs. Viola Jones, Mrs. C. D. Shaw, Mrs. Margaret Walker, John E. Ridley, Mrs. Marjorie Wickcliffe, Miss Elma E. Alsup, P. A. Lyons, James Nash, Fred Strong, Mrs. Mabel Strum, J. Howard Ford, George Hunter, Reverend Graham Judson, Leroy Dickerson, Robert Sullivan, Elwyn Firse, W. J. Cooper, Reverend R. L. Stanton, Melvin Dunbar, Oliver Lee, T. E. Lewis, Mrs. Gladys Stewart, Thurman Howell, Samuel C. Jones and Reverend Jno. Dixie.

Kokomo—Gus Kennedy, Chairman. Thomas Jefferson.

Terre Haute—Dr. J. J. Hoover, Chairman. John Waugh, Charles Lewis, Reverend H. C. Maxwell, Reverend J. B. Duncan, Benjamin Stewart.

Vincennes—Alfred Clinton, Chairman. George Green and William Embry.

Evansville—Dr. Raymond King, Chairman. Reverend J. W. Polk, Reverend McIntyre, James McFarland, Carl Norton, Norman Johnson, Clifton Field and Henry Dulin.

Jeffersonville—Reverend J. O. Clarke, Chairman. George Smith, Preston Davis and Walter Vertrease.

Richmond—Cornelius Richardson, Chairman.

Muncie—Charles Booher, Chairman. Dr. W. G. Thomas, Reverend B. F. Adams, Reverend Jose Griage, Charles Taylor, Smith Thompson and Ray Armstrong.

Indianapolis—W. Chester Hibbitt, Chairman. Reverend S. S. Reed, F. E. DeFrantz, Reverend I. Albert Moore, Charles Kelly, Mrs. May Belcher, F. B. Ransom, Lester Craig, Mrs. Cary D. Jacobs, Mrs. Artelia Woodard, Sumner Furniss, Wilbur Grant, S. W. James.

Bloomington—Luther White, Chairman. William Duerson, Samuel Dargan, Maurice Evans, Dwight Gahn.

New Albany—Cecil Black, Chairman. Dr. E. R. Gaddie, H. O. Smith, Nathaniel Phillips.

Anderson—Horace Bell, Chairman. Reverend J. H. Crawley, Mrs. Lena M. Ramey, L. B. Johnson.

Marion—William Howard Weaver, Chairman. Sidney Smith, Mrs. F. Katherine Bailey, Mrs. Lillian Ward, Reverend B. L. White, Faustin Wilson, Hueston Pate and Robert Neal.

Extent and Scope of the Negro Problem in Indiana from 1940 U. S. Census Reports

County	Total Population	Negro	County	Total Population	Negro
Adams	21,254	6	Lawrence	35,045	174
Allen	155,084	2,553	Madison	88,575	1,645
Bartholomew	28,276	181	Marion	460,926	51,949
Benton	11,117	18	Marshall	25,935	103
Blackford	13,783	3	Martin	10,300	3
Boone	22,081	86	Miami	27,926	161
Brown	6,189	6	Monroe	36,534	441
Carroll	15,410	7	Montgomery	27,231	219
Cass	36,908	353	Morgan	19,801	14
Clark	31,020	1,803	Newton	10,775	9
Clay	25,365	318	Noble	22,776	7
Clinton	28,411	72	Ohio	3,782	60
Crawford	10,171	3	Orange	17,311	217
Daviess	26,163	142	Owen	12,090	16
Dearborn	23,053	204	Parke	17,358	41
Decatur	17,722	9	Perry	17,770	19
DeKalb	24,756	62	Pike	17,045	35
Delaware	74,963	3,035	Porter	27,836	24
Dubois	22,579	1	Posey	19,183	368
Elkhart	72,634	562	Pulaski	12,056	8
Fayette	19,411	542	Putnam	20,839	355
Floyd	35,061	1,325	Randolph	26,766	99
Fountain	18,299	1	Ripley	18,898	3
Franklin	14,412	1	Rush	18,927	252
Fulton	15,577	41	St. Joseph	161,823	3,702
Gibson	30,709	739	Scott	8,978	-----
Grant	55,813	1,543	Shelby	25,953	365
Greene	31,330	9	Spencer	16,211	333
Hamilton	24,614	361	Starke	12,258	13
Hancock	17,302	49	Steuben	13,740	8
Harrison	17,106	98	Sullivan	27,014	55
Hendricks	20,151	175	Switzerland	8,167	25
Henry	40,208	423	Tippecanoe	51,020	388
Howard	47,752	1,241	Tipton	15,135	1
Huntington	29,931	1	Union	6,017	87
Jackson	26,612	118	Vanderburgh	130,783	7,560
Jasper	14,397	4	Vermillion	21,787	53
Jay	22,601	109	Vigo	99,709	4,049
Jefferson	19,912	411	Wabash	26,601	87
Jennings	13,680	220	Warren	9,055	24
Johnson	22,493	294	Warrick	19,435	362
Knox	43,973	259	Washington	17,008	1
Kosciusko	29,561	38	Wayne	59,229	2,735
Lagrange	14,352	12	Wells	19,099	7
Lake	293,195	27,253	White	17,037	-----
LaPorte	63,660	1,148	Whitley	17,001	-----
			State Total	3,427,796	121,916

Reports from the Indiana State Employment Security Division Provide Insight into Scope of Problem in Placing Negro Workers in Industry

Editor's Note: Now that the State Employment Service is no longer a part of the State Employment Security Division and is controlled by the federal government, the responsibility for action at the state level is ended. However, from previous instructions of the U. S. Employment Service and from the announced policy of the Service while under state control there are ample assurances of a continuance of the policy outlined in Col. Gardner's letter, a part of which is reproduced on this page. The following report is offered as a revealing insight into the general scope of the problem.

Extracts from letter to State Civilian Defense Director in explanation of Employment Security Division Policy:

"... It is a policy in our Division to give every possible aid to the colored applicant and I can assure you and Mr. Allen, the Negro member of our State Defense Council, that no discrimination will come from the handling of our Negro applicants in our division. . . . I assure you that we are making every effort to make as many colored placements as possible."

Col. E. L. Gardner, Director
Employment Security Division.

Employment Service Procedure. (Bulletin dated October 10, 1941):

"In connection with minority groups and all other persons who, because of sex, age, race or nationality, may be affected by discrimination, the above policy (meeting labor shortages) and the President's Executive Order of June 25, 1941, reaffirming the policy of non-discrimination, should be implemented by specific action in the local employment offices as follows:

- "1. Register and classify minority group applicants by the same standards that are required for other applicants or trainees.
- "2. Acquire an understanding of employer, organized labor, and community attitudes toward minority groups.
- "3. After efforts have been made and failed to fill an employer order according to employer's specifications, the local office should advise employers through personal visits by an employment service representative of the possibilities of meeting his labor needs from the local labor market if his hiring policies based on age, sex, race, creed and national origin are modified."

From a study of the active registration file of the Employment Security Division, as of April, 1941, and from an analysis of the placements made by the Division during the period from January 1, 1941, to October 31, 1941, it is possible to trace some very definite trends and to show the ratios existing between the numbers of qualified and available Negro workers registered and placed and the Negro population of 27 cities served by offices of the Division. The accompanying table sets forth the population figures by cities and an analysis of the active files and of the total placement figures of the Division field offices. Population figures from the 1930 census are used in this study, for the reason that they are the most recent authentic census figures available. Although it is true that there has been an increase in the Negro population of most of the cities included in the study, it can be reasonably assumed that the ratio of the Negro population to the total population has remained fairly constant. Census figures for Charlestown were not included in the study for the reason that 1930 population figures were not available.

The Negro population constituted 7.1 per cent of the total population of the 27 cities included in the study. The total of Negro registrants, however, was 8.8 per cent of the total workers, both Negro and white, whose work applications remained in the active file of the Division as of April 1, 1941; and Negro workers constituted 9.6 per cent of the total placements made by the Division during the period which began January 1, 1941, and ended October 31, 1941. The total of Negro placements was a figure equal to 12.6 per cent of the total Negro population figure.

In 15 of the 27 cities, the percentage of Negro registrants to all registrants was less than the percentage of Negro population. The Ne-

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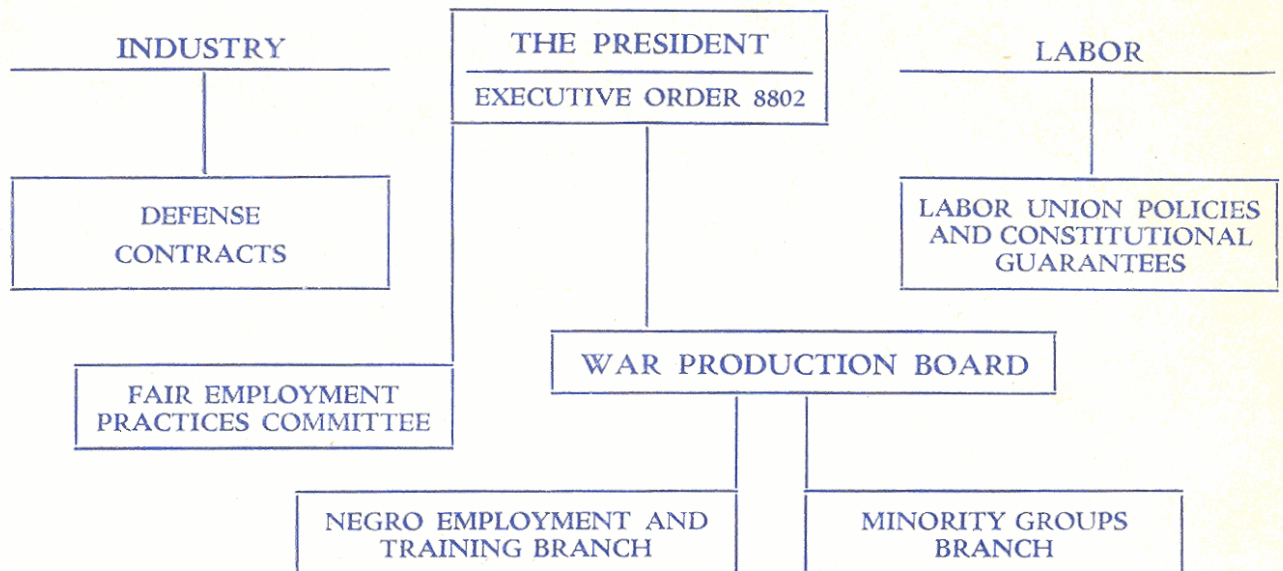
**COMPARATIVE CONCENTRATION OF NEGROES IN TOTAL POPULATION IN INDIANA CITIES IN 1930
AND ACTIVE FILE AND PLACEMENTS RECORDS OF THE INDIANA EMPLOYMENT
SECURITY DIVISION—1941**

	Total Population 1930*	Negro Population 1930	Percentage Ratio of Negroes to Total Population	Active File Summary		April—1941 Percentage Ratio Negro to Total Registration	Jan., 1941, Thru Oct., 1941		Percentage Ratio Negro to Total Placements	Percentage Ratio Negroes Placed to Negro Population
				Total Available	Negroes Available		Total Placements	Negro Placements		
Anderson	39,804	1,387	3.5%	4,270	90	2.1%	5,075	167	3.3%	12.0%
Bloomington	18,227	519	2.8	8,818	4	.....	3,594	19	.5	3.7
Charlestown**	.....	.....	.....	908	47	5.2	6,005	83	1.4	.....
Columbus	9,935	146	1.5	966	1	.1	1,749	4	.2	2.7
Connersville	12,795	481	3.8	545	1	.2	900	28	3.1	5.8
East Chicago	54,784	5,088	9.3	2,517	597	23.7	2,618	664	25.4	13.1
Elkhart	32,949	539	1.6	1,187	41	3.5	3,251	64	2.0	11.9
Evansville	102,249	6,514	6.4	12,688	1,174	9.3	8,568	1,377	16.1	21.1
Fort Wayne	114,946	2,360	2.1	13,216	335	2.5	8,817	488	5.5	20.7
Gary	100,426	17,922	17.9	7,274	2,326	32.0	7,981	2,913	36.5	16.3
Hammond	64,560	623	1.0	5,936	132	2.2	7,015	253	3.6	40.6
Indianapolis	364,161	43,967	12.1	30,540	6,097	20.0	23,957	3,587	15.0	8.2
Kokomo	32,843	1,143	3.5	3,221	111	3.4	3,097	70	2.3	6.1
Lafayette	26,240	426	1.6	6,987	54	.8	4,737	66	1.4	15.5
LaPorte	15,755	174	1.1	1,216	5	.4	2,798	7	.3	4.0
Lawrenceburg	4,072	54	1.3	362	2	.6	1,287	6	.5	11.1
Logansport	18,508	240	1.3	1,546	5	.3	1,508	5	.3	2.1
Madison	6,530	243	3.7	1,355	8	.6	3,292	19	.6	7.8
Marion	24,496	1,056	4.3	4,717	139	2.9	2,926	98	3.3	9.3
Michigan City	26,735	1,071	4.0	610	27	4.4	2,728	220	8.0	20.5
Muncie	46,548	2,646	5.7	6,670	495	7.4	5,724	578	10.1	21.8
New Albany	25,819	1,292	5.0	4,754	72	1.5	2,560	187	7.3	14.5
New Castle	14,027	326	2.3	1,188	8	.7	989	1	.1	.3
Richmond	32,493	2,139	6.6	1,940	145	7.5	3,723	367	9.9	17.2
South Bend	104,193	3,431	3.3	7,615	376	4.9	7,056	584	8.3	17.0
Terre Haute	62,810	3,461	5.5	8,817	288	3.3	4,055	367	9.1	10.6
Vincennes	17,564	280	1.6	4,134	39	.9	1,705	24	1.4	8.6
	1,373,469	97,528	7.1	143,997	12,819	8.8	127,715	12,246	9.6	12.6
Teachers—Placement				1,470	33	2.2	208	1	.5	.....
				145,467	12,652	8.7	127,923	12,247	9.6	12.6

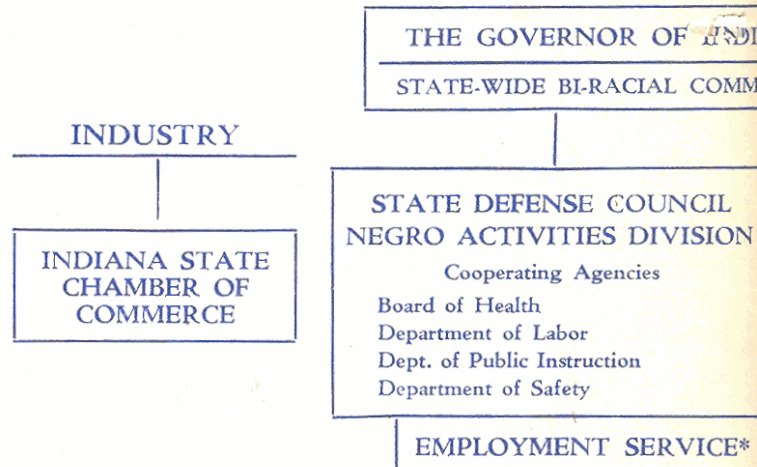
* 1930 Census.

** Figure not available.

THE NATIONAL LEVEL



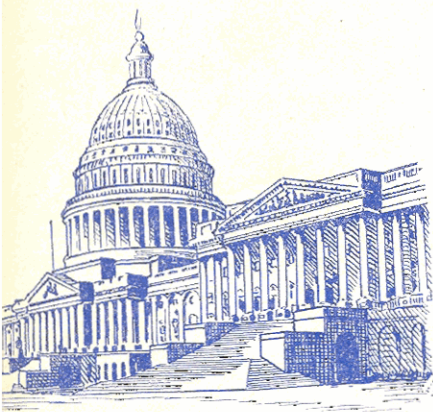
THE STATE LEVEL



* Now Federally controlled.

Relationship Of Indiana Plan For Bi-Racial Cooperation Shown In Outline Of Existing Authority Of Federal, National, State, And Local Level.





Executive Order 8802

FAIR EMPLOYMENT PRACTICE IN DEFENSE INDUSTRIES

"... I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or Government because of race, creed, color, or national origin, and I do hereby declare that it is the duty of employers and of labor organizations, in furtherance of said policy and of this order, to provide for the full and equitable participation of all workers in defense industries, without discrimination because of race, creed, color, or national origin. . . ."

FRANKLIN D. ROOSEVELT

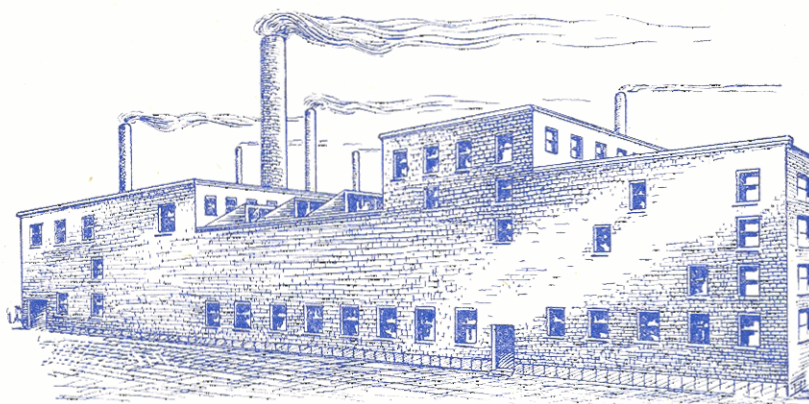
The President of the United States of America

The White House
June 25, 1941

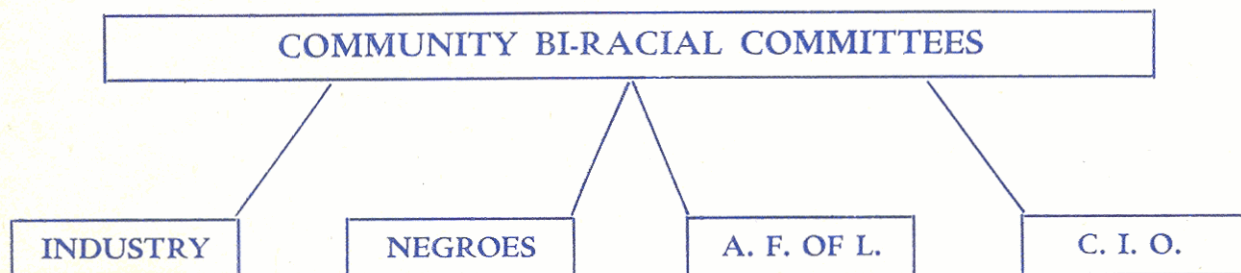
* Excerpt from Executive Order 8802.

LABOR

STATE C. I. O.	STATE A. F. OF L.



THE LOCAL LEVEL



(Continued from Page Eight)

gro population of these cities, however, represent only 11.5 per cent of the total Negro population considered in this study, and included only 4 cities with a Negro population of over 1,000 and only one city with a Negro population of over 3,000. In all but two of these 15 cities (Terre Haute and New Albany) the percentage of Negro workers placed to all placements was less than the percentage of Negro population. In the remaining cities the placement percentage was in excess of the population percentage.

In only 7 cities (four of which were included in the group mentioned above) were the percentages of Negro workers placed to the total placement figure, less than the percentages of Negro registrants to the total registration figures. It is significant to note, however, that these cities can all be classified as either highly industrialized or "one industry cities" and for the most part are highly unionized. Six of these 7 cities represent only a total Negro population of 2,236, which is approximately 2.3 per cent of the total Negro population considered.

In East Chicago where 23.7 per cent of all registrants were Negroes, placement of Negro workers constituted 25.4 per cent of all placements made. At Evansville, 9.3 per cent of the active applications were filed by Negroes and 16.1 per cent of the placements made were Negro workers. At Gary where Negroes constituted 17.9 per cent of the total population, the percentage of Negro registrants and Negro placements ran even higher; 32 per cent of the registrations and 36.5 per cent of the placements were Negro workers. Indianapolis presented a slight variation of the pattern presented by the three cities mentioned above; with a Negro population of 12.1 per cent, the Negro percentage of registrants was 20 per cent, although placements constituted only 15 per cent of the total.

From the foregoing facts it may be concluded in general that Negro concentrations are greatest in centers where employment opportunities for them are the best and that in such communities the Negroes are making fuller utilization of the opportunity and privilege to register for work at the public employment office.

It is the policy of the Employment Security Division to be impartial in placement work and to refrain from any discrimination against race, color, or creed. Therefore, it is assumed that employment opportunities for Negroes are dependent largely upon employer attitude in the formulation of which the Division can act only as an advisory agent. If these conclusions are not basically correct then apparently much of the burden rests upon the Negro for not utilizing his opportunity to seek work through the public employment office.

Although the figures and percentages cited above indicate that employment opportunities furnished through the facilities of the Division's Employment offices are highly favorable to Negro workers, they must be qualified by the fact that a large percentage of the Negro placements made were in domestic and service occupations, and represented orders for day workers or for workers to fill jobs of relatively short duration.

From the studies of labor market conditions throughout the entire State, which have been conducted by the Employment Security Division in connection with its function of providing workers for defense production, it has been noted that there is a general tendency toward the relaxing of employer specifications and requirements and there is evidence of the fact that manufacturers who have, in the past, ignored Negro workers in filling their employment needs, are now recognizing the fact that it will be necessary to utilize the qualified and available workers from this group. The Employment Security Division is encouraging this point of view, and is pointing out to the employer that the employment of Negroes would permit the utilization of the available labor supply to the best advantage. At various points over the State there has been evidence of the hiring of Negro workers by employers who have not, heretofore, taken advantage of this type of labor.

The tables on the following page were developed as a result of an analysis of the Negro job seekers registered and those placed in the Indianapolis office during the first six months of 1941. The tables are indicative of the range of skills available and are revealing in that they indicate a surprisingly large group of workers classed as skilled in the available table.

TOTAL AND NEGRO APPLICANTS AVAILABLE AS OF APRIL 26, 1941

Indianapolis Office

Occupational Division	Total	MALE		Total	FEMALE	
		Negro	% Negro		Negro	% Negro
Professional	412	28	6.8	120	20	16.7
Semi-Professional	265	5	1.9	80	2	2.5
Managerial and Official	402	0	0	97	0	0
Clerical and Kindred	1,252	34	2.7	2,151	29	1.3
Sales and Kindred	848	24	2.8	1,599	20	1.3
Domestic Service	372	306	82.3	2,317	1,713	73.9
Personal Service	1,801	783	43.5	2,243	387	17.3
Protective Service	343	19	5.5	13	0	0
Building Service	1,287	908	70.6	293	97	33.1
Agriculture and Kindred	1,208	48	4.0	7	0	0
Fishery	0	0	0	0	0	0
Forestry, etc.	0	0	0	0	0	0
Skilled	3,639	289	7.9	261	16	6.1
Semi-Skilled	3,222	305	9.5	1,013	50	4.9
Unskilled	3,839	983	25.6	1,456	31	2.1
TOTAL	18,890	3,732	19.8	11,650	2,365	20.3

TOTAL AND NEGRO APPLICANTS PLACED FROM FEBRUARY 1 TO JULY 31, 1941

Indianapolis Office

Occupational Division	Total	MALE		Total	FEMALE	
		Negro	% Negro		Negro	% Negro
Professional	31	0	0	13	0	0
Semi-Professional	63	0	0	5	0	0
Managerial and Official	22	0	0	2	0	0
Clerical and Kindred	757	16	2.1	1,041	1	.1
Sales and Kindred	403	0	0	685	1	.1
Domestic Service	330	111	33.6	1,642	840	51.2
Personal Service	893	302	33.8	1,402	84	6.0
Protective Service	50	1	2.0	0	0	0
Building Service	610	280	45.9	47	12	25.5
Agricultural and Kindred	153	12	7.8	0	0	0
Fishery	0	0	0	0	0	0
Forestry, etc.	0	0	0	0	0	0
Skilled	985	21	2.1	99	1	1.0
Semi-Skilled	1,530	65	4.2	373	14	3.8
Unskilled	2,899	406	14.0	339	1	.3
TOTAL	8,726	1,214	13.9	5,648	954	16.9

Reports from Indiana Industry Show Sympathetic Consideration for Negro Employment Problem and Indicate Cooperation will Provide Job Opportunities

EFFORTS to secure industry cooperation in the Indiana Plan of Bi-Racial Cooperation are largely directed through the Indiana State Chamber of Commerce which has organized a special committee to channel its efforts into the general program of the Bi-Racial Committee. Headed by Stowell C. Wasson, general manager, National Malleable Steel Castings Co., Indianapolis, this group has been instrumental in awakening state-wide interest on the part of employers in providing job opportunities for Negroes.

Utilization of Negro manpower in industry is a problem of long standing which has been brought sharply into focus by the urgency of present war efforts. Previous arguments about the economic waste of idle manpower and the resultant costs in taxation through the public support required for the unemployed have been superseded by the grim necessity of waging "all-out" war and the inescapable conclusion that racial prejudices are a luxury which cannot be afforded by a nation threatened by foreign foes.

By taking the initiative in seeking a solution to the problem through a clarification of the issues on the state level, the State Chamber set the pattern for local action to follow. Through cooperation with the local Chambers of Commerce, the Negro Activities Coordinator has been able to find responsible individuals to aid in the prosecution of the program. Today there is a general agreement among industrialists of the state that the present approach to the problem of the Negro in industry is sound and that if properly supported it will yield the desired results.

Business leaders point to the necessity for improving the existing machinery and implementing the present organization with a greater drive which will speed up the acceptance of Negro workers as a field in which practical ideas are in great demand. With Negroes constituting 3.6% of the Indiana population, it is obvious that this bloc of workers is capable of a contribution toward victory which cannot be minimized.

In recognition of the importance of this problem, the facilities of the Indiana State Chamber of Commerce have been placed at the disposal of all groups which are working with the Bi-Racial Committee. As problems arise in the local field, a special committee of employers will be designated to work with the Labor and Negro Committee members. These special employer committees will be selected by reason of their special knowledge of particular problems of production and employment. Thus an employer committee composed of men engaged in manufacturing will not be called upon to consider and work out problems concerned alone

with employment in a field such as building construction. Likewise, appointment of special committees of employers for special cases will spread the responsibility and result in a greater field from which ideas, that may be useful in other cases, may be drawn.

In an effort to determine employer reaction to the program, the State Chamber has con-

ducted a special survey with a confidential questionnaire in order to explore the employment possibilities in Indiana. Although individual firm names cannot be made public, the tabulation of comments reproduced in the box below is indicative of the sentiment prevailing in Indiana. Other results of this questionnaire which have been tabulated for the benefit of the Bi-Racial Committee have proven very valuable.

One firm, with about 400 employees, nearly 100 of them Negroes in both skilled and unskilled work, says, "Our experience with Negro help has been good and we expect to continue using them."

Firm with 800 employees—nearly 100 of whom are Negroes, says—"Generally, those Negroes who stick are able and reliable."

Firm with 650 employees—60 of whom are Negroes—"28 of our Negroes are in places of responsibility. Our experience is satisfactory."

Firm with 215 employees—107 of whom are Negroes—"Moulders and laborers. Good in all the above."

Firm with 420 men—35 of whom are Negroes—"Will hire as vacancies occur, regardless of race, according to men sent out by U. S. Employment Bureau."

Firm with 90 male employees—15 of whom are Negroes—"When our season starts we will re-hire those named on our former payrolls as we need them. Our experience has been satisfactory."

Firm with "several Negroes employed," reports, "We find them very loyal and reliable."

Firm with 1,067 workmen—603 of whom are Negroes, says—"Our experience has been very satisfactory in every respect. Probably worse offenders in absence than whites."

Firm with 450 employees—30 of whom are Negro, says—"Our experience has been favorable. We provide separate dressing rooms and toilets."

Firm with 300 employees—10 of whom are Negro, says—"We have found that the colored help we have put on are above the average common workmen."

Firm with 525 employees—7 of whom are Negro, says—"We plan on giving the Negro a chance, wherever the opportunity presents itself. The seven men we have are of the higher type. I do feel that these people should be given an opportunity in industry. We use one as an instructor, others in heat-treating, as helpers, in charge of stationery, in shipping department, as helper there, and janitor. We have hired three additional Negroes since the first of the year. We are very careful in their selection and have not encountered any trouble in their working with the whites due to the type of men selected."

Direct Action by Major Indiana Labor Unions Pave Way for Full Cooperation on Local Level by Clarifying Position of Negro Status in Organized Labor

A. F. OF L.

The Indiana State Federation of Labor Pledges Support

DURING the last convention of the Indiana State Federation of Labor held in Evansville, September 15 to 19, J. Chester Allen, Negro Activities Coordinator of the State Defense Council, was invited to address the convention. A special committee appointed by President Carl Mullen to deal with the question of Negro employment in defense industries, submitted the following report:

The committee recommends that this convention go on record as being opposed to racial discrimination or any other discrimination in the defense industry or elsewhere.

The committee further believes that this problem can best be adjusted by sitting around the conference table.

We, therefore, recommend that this convention endorse the policy of negotiations and instruct the officers of this State Federation of Labor to recommend to the affiliated central labor unions that they join the State Defense Council and the employer's organizations in the establishment of bi-racial committees in every community.

The report of the committee was adopted and later in the convention Resolution No. 49 reproduced below was adopted unanimously.

Resolution Number 49

Whereas, The defense of our country in 1941 requires the utilization of every available skilled worker in the manufacture of defense materials and in other defense projects, and

Whereas, Negroes have been denied the opportunity to make their full contribution to the defense of our country and the defeat of Hitler, and

Whereas, The National Executive Board of the A. F. of L. has resolved to extend every effort toward solving this problem, be it hereby

Resolved: That all employers on defense contracts be urged to abide by the decree of President Roosevelt that there shall be no discrimination because of race, creed, or color, and be it further

Resolved: That the State Federation set up a representative group to work with the Indiana Defense Council to do everything in its power to solve the problem of discrimination in job opportunities for skilled Negro People.

C. I. O.

The Indiana State Industrial Union Council Backs Program

THE Negro Activities Coordinator has received assurances of support from C. I. O. unions in instructions which have been issued from the state organization over the signature of Walter Frisbie, secretary-treasurer. In a bulletin to all C. I. O. affiliates dated August 2, 1941, Mr. Frisbie wrote, "Thus if for no other reason than selfish self-preservation, even if our constitution and fundamental principles did not mandate it, the affiliates of the ISIUC should sincerely and completely cooperate in this splendid program to strengthen democracy by crushing fascist doctrines of race discrimination." Reproduced below is a second release sent out on September 23, 1941.

Mr. J. Chester Allen, State Representative from St. Joe County Negro Activities Coordinator for the State Defense Council, was assured today of the "complete and unqualified support" of the Indiana CIO for his program to break down discrimination against Negroes in Defense Industries.

Mr. Allen told the Executive Board of the Indiana State Industrial Union Council that in spite of a great deal of talk on the part of many people, in spite of the strong statements of the President of the United States, and in spite of the arduous work of the Governor's committee, there was still widespread, rampant discrimination against Negroes in industry generally and in defense industry particularly. "Too often," he stated, "there is on the one hand a relative scarcity of skilled men, and on the other walking the streets or sometimes even working as janitors or porters are skilled Negro mechanics."

"Frequently information has come to us," Mr. Allen told the Indiana CIO Executive Board, "that Negroes are denied employment because white workers object to working with them, Negroes seeking training in defense schools are told that it is wasting time to train them since there will be no work for them.

"The Negro loves his country. He is willing to fight and die for it. It isn't fair to him or to our democracy to place this great burden upon him, to make it nearly impossible for him to find work, to play upon racial prejudices, to discriminate against him."

The Executive Board of the ISIUC promised Mr. Allen the full support of the State CIO. "The CIO opposes discrimination of any sort," Secretary Walter Frisbie of the ISIUC, informed Mr. Allen. "If you will bring to our attention any instances of Negroes being denied employment by the refusal of CIO men to work with them we will certainly see to it that that situation is corrected. The CIO has definite, strict policy on this; its constitution forbids discrimination on account of race, creed, color or nationality."

Operation of Indiana Plan of Bi-Racial Cooperation On Local Level Brings Encouraging Results: Other States Study Voluntary Plan of Action

THE operation of the program of Negro placement in Indiana under the direction of the Bi-Racial committee on the state level has now entered a "local action" phase which observers thus far have commended as the most efficient means of obtaining a more fair distribution of employment opportunities.

As explained in previous publications, this type of program operates without fanfare and publicity. It has been likened to the "rifle" method as compared with "buckshot" tactics. Here the individual job applicant and the individual employer meet face to face, and the decision to employ or not to employ can be made upon the applicant's own merits.

Program On Three Levels

As pointed out in this pamphlet, it is necessary to consider the operation of this program on three separate levels. The first is the Federal where by virtue of executive order No. 8802 "Fair Employment Practice in Defense Industries" and through special agencies created in the War Production Board official recognition has been given to the serious results of a failure to utilize all available man power. The second is the state where the appointment of a Bi-Racial committee and the issuance of special instructions to the Employment Security Division have provided official recognition of the necessity for action. To a certain extent this grew out of the defeat during the last Legislature of H. B. No. 445 which sought to mandate the employment of Negroes in defense industries.

The third is the community plan of action in which representatives of the interested parties, the industrialists, the labor unions and the Negro meet to discuss ways and means of obtaining a fair share of the employment available.

Application of the Indiana plan of Bi-Racial cooperation fulfills every aspect of the situation which could possibly be covered by law. It elicits cooperation through providing mutual benefits, and it steers clear of the animosities which are engendered through compulsory regulations.

Other States Interested

Operation of the Indiana Plan of Bi-Racial Cooperation is unique, according to reports which reach the office of Negro Activities Coordinator in the State Defense Council. Many other states are in-

"Penalty" Bill Introduced in Senate

**The text of Senate Bill No. 2256 introduced in the U. S. Senate
by Senator Meade of New York, February 9, 1942, is as follows:**

"Be it enacted by the senate and the house of representatives of the United States of America in Congress assembled, that any person engaged in the performance of (1) any contract or order for the government of any country whose defense the President deems vital to the defense of the United States, pursuant to provisions of the act entitled 'An Act further to promote the defense of the United States and for other purposes approved March 11, 1941,' or (2) any contract or order for the United States or (3) any subcontract or suborder necessary or appropriate to the fulfillment of any contract or order for any such government or for the United States, who shall discriminate against or in favor of any employe or prospective employe or applicant for employment, because of his race, color or creed, shall upon conviction thereof, be punished by a fine of not exceeding \$1,000 or by imprisonment for not exceeding six months or both."

terested in patterning a plan of action after that used in Indiana and the failure of some of them to take definite steps toward correcting the situation in a voluntary manner is reported to be responsible for the Meade Bill which is an effort to "put some teeth in Executive Order 8802."

Basically the local action field of operations encompasses a program of conferences to be arranged by the local Bi-Racial Committee composed of labor, Negro, and employer representatives. The local Committee is charged with the responsibility of surveying its field of employment possibilities to determine what is needed to obtain additional work for Negroes and to undertake such action as it may deem advisable in breaking down any existing prejudices which prevent the hiring of colored workers.

Propose Local Conferences

It is proposed that during local conferences employers who have not been using colored workers be informed of the success which other employers have met in the use of colored labor and be advised of the availability of such labor as may be seeking employment locally.

The local committee, likewise, will seek to determine what is needed to qualify local unemployed colored persons for such vacancies as may exist or that may be anticipated. If it is found that specific vocational training is needed to qualify local colored residents for such employment as may be anticipated, efforts will be made to obtain the cooperation of local educational authorities in setting up the necessary training facilities.

Personal Contacts Needed

On the whole, it may be said, the local activity will be a "door-knocking" program, for personal contacts and conferences between employer, labor and Negro. In these conferences a frank discussion of reasons for undertaking the program of voluntary employment for the Negro and the benefits that may be anticipated from voluntary cooperation and participation may be presumed.

The plans now ready for local application, state-wide, have been tested through actual application in local communities and have been found to be effective. It is realized, however, that local conditions may develop the necessity for application of further plans which can best be determined by the local committees. Therefore, it is not the policy of the State Bi-Racial Committee to dictate to local groups.

Experiences Exchanged

However, it is the policy of the state committee to pass on to local committees the benefit of experience in other localities that come to the attention of the state group, and which it appears may be helpful to coordinate and expedite activity toward the common goal. The state committee is also in contact with similar activities in other states, and will obtain and pass on to local committees in Indiana reports on experiences noted in those states which it would appear might be worthy of local consideration.

The state committee seeks and will appreciate cooperation of local committees in keeping it advised, currently, of all developments and experiences which they consider of any importance.

Accelerate Training Program

In pursuance of the Purposes of the Bi-Racial Committee the Negro Activities Coordinator and the General Chairman of the state committee of industrialists have contacted County School Superintendents in counties possessing heavy Negro populations, advising them of the program and its purposes and urging them to aid in enlarging the opportunities for Negro youth in the established defense training classes sponsored by local school units.

Schools in communities in which a heavy colored population resides have also been encouraged to re-examine their existing training facilities for Negroes and provide such extensions as may be in keeping with employment possibilities and other important considerations.

In the city of Indianapolis, for example, the construction of a modern building has recently been completed to house equipment used in a broad program of foundry practice training. This program is in operation during the current school year and school officials visualize available employment in local industry for those who successfully complete the training course.

Radio and Forum Carry Message

Use has been made of radio as a medium of furthering the program through education. Clarence A. Jackson, Indiana Civilian Defense Director, appeared on the program, "The Mid-West Mobilizes", broadcast August 28, from radio station WBBM, Chicago, and discussed the activities of the state-wide Bi-Racial Committee and the early results that have been reported.

Consideration is being given the proposal that the radio and public forums be further utilized as a medium of educating the people to the need for bi-racial employment activity and to the benefits that may be expected from the successful extension of such a program.

In addition to the use of the public platform by the Negro Activities Coordinator as an important phase of the necessary educational undertaking, both Governor Henry F. Schricker and Civilian Defense Director, Clarence A. Jackson, have accepted and used every opportunity to call this activity to the attention of audiences throughout the state.

Civic Groups Asked to Aid

Governor Schricker and Civilian Defense Director Jackson have recently addressed many meetings of civic and patriotic clubs, groups and organizations and

groups of local officials and leaders and their references to the program of the Bi-Racial Committee and their appeals for public support of this program have been well received.

Thus far no concerted campaign has been undertaken to obtain widespread newspaper publicity. However, the suggestion that further use be made of the public press is receiving careful study and it is likely that within the near future a definite policy with reference to this proposed phase of the general program will be adopted.

Committee Expresses Appreciation

To those employers who are now co-operating by making employment available to colored workmen, the Bi-Racial Committee extends an expression of its sincere appreciation. To those who are considering the problem with a desire to cooperate the Bi-Racial Committee expresses the hope that the proposed assistance may soon be forthcoming. Likewise the committee also expresses its sincere appreciation to the leaders of organized labor throughout the state for their fine cooperation and assistance.

It is realized that this is definitely a triangular undertaking, between employer, labor and the colored employment applicant.