



"Job Opportunities For Negroes"

THE GOAL OF—

Indiana's Bi-Racial Cooperation Plan

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1943

1. A Report on the philosophy guiding this voluntary program of self-help.
2. A Review of the progress which has been made in increasing job openings.
3. A Statement of policy to form the ground-work for future work in Indiana.

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PAMPHLET No. 4

Prepared by

The Indiana State Defense Council

in cooperation with

The Indiana State Chamber of Commerce

JANUARY, NINETEEN HUNDRED FORTY-THREE

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FOREWORD

THIS is the fourth published report on the Indiana Plan of Bi-Racial Cooperation. In addition to providing a statistical review of the progress which has been made in creating job opportunities for Negroes, it gives a generalized picture of the past and future policies of this voluntary enterprise which is without counterpart in the United States.

Since Pamphlet No. 3 was issued in April, 1942, the Indiana State Defense Council has received "A Citation For Merit" from the national Office of Civilian Defense in recognition of its activities in eliminating discrimination in employment because of race or color. Recommendations of national defense officials that the Indiana Plan be studied as a means of utilizing all available manpower in the war effort have been made to other states and the outlines of the program have attracted nation-wide attention.

The objective of the Indiana Plan of Bi-Racial Cooperation has not changed since the first meeting of state leaders of business, government, and Negroes held in Indianapolis on June 27, 1941. Then as now, the primary purpose has been to help members of the Negro race to get jobs. It has not attempted to locate Negroes in any particular job or occupation. It is not concerned with questions of "social equality" which are generally conceded to be personal matters not limited to distinctions of race or color of skin.

Every employer who operates a factory, a store, or a service agency has as his No. 1 responsibility the job of keeping the business operating. There may be a few who feel they can afford the luxury of allowing their personal feelings about various races, political groups or religious beliefs to influence their decisions on employment. They are very few and have little bearing on the problem.

Business needs efficient and ambitious workers who can be relied upon to produce and to improve so they may become foremen and superintendents. Negroes who fit this description are no different than any other applicant who offers his services on the assumption that management needs them, can pay them, and their fellow workers and the public will accept them.

The Negro's problem is to merge himself into the industrial, retail, wholesale and general business and professional economy as an individual, not as a representative of a minority group. The Indiana Plan of Bi-Racial Cooperation is a method of opening doors which in the past have been closed. It is not a guarantee of success or a shield for incompetents. Here is the opportunity for the Negro worker to take a long step forward on solid ground.

The situation is realistically simple. Negroes who use the present emergency to apply pressure for unwarranted advancement will find their new status imperiled when the emergency which supports it has passed.

Negroes who prove their worth as workers will find the value of their services has relegated the color of their skin to the insignificant position they have long sought. It is our conviction that the vast majority of Negro workers in Indiana are doing this.

CLARENCE A. JACKSON
Indiana State Civilian Defense Director

CONFIDENTIAL QUESTIONNAIRE

Reveals Net Increase of 82% in Number of Negroes Employed by Various Indiana Industries

Note: This questionnaire was designed to sample the candid opinion of Indiana employers. All persons were assured that they would not be quoted and that employment figures would be used only in forms of totals and compilations which would not reveal the identity of the informants. It is felt that this report represents a cross-section of the thinking in Indiana not otherwise possible to obtain.

Analysis of questionnaires sent out by the Indiana State Defense Council to all employers listed by the Employment Security Administration reveals the encouraging fact that of those firms reporting Negro employment during the year July 1, 1941 to July 1, 1942, there has been a *net increase of 82 per cent in the number employed.*

As was to be expected, most of the gains were made in the manufacturing field with "service" establishments showing substantial increases percentage-wise although the number of employees involved is, of course, considerably smaller in the latter group. Poorest prospects for Negro employment seem to lie in the retailing business. The reasons given for this are varied but the best general explanation seems to be the fact that prejudice is much more difficult to control in situations involving direct contact with the public.

*Manufacturing
and Service
Groups Lead*

Unmistakable evidence of an improvement in general working conditions among Negroes can be noted by a study of the questions relating to the number employed. During the period covered by the survey it was found that the firms showing a decrease were, almost without exception, the smaller firms in which Negroes were working in unskilled capacities. It is not possible to conclude that these losses were direct gains of the same plants reporting increases. Furthermore, many were new entries into the labor market and many were undoubtedly recruited from the ranks of the unemployed. The volume of evidence plus the fact that this is a logical explanation of the fact that the work experience of those employed by the smaller employers is an advantage in obtaining employment in the expanding businesses would seem to provide statistical confirmation of a trend.

CONFIDENTIAL QUESTIONNAIRE

Reveals Net Increase of 82% in Number of Negroes Now Employed by Various Indiana Industries

Comparison of the replies to the question "What percentage of your total employment is the July 1, 1942 Negro figure?" to the 1940 Negro census of the counties in which the informants were located revealed an interesting commentary on the suggestion that Negro employment in each firm should be equal to the proportion of Negroes in the community. In other words, in a city where Negroes constitute 10% of the population, one Negro should be employed for every 9 white persons. This has been offered as a measuring stick to indicate a policy of non-discrimination.

Employment Does Not Conform to Population

The surprising fact revealed by the questionnaire is the complete lack of conformity to this principle and the large number of firms in which the percent employed is much higher than the percent of population would require. The fact thus revealed is that it is impossible to adhere to such a rigid formula which has no actual connection with the business. To do so would result in a form of discrimination against both white and colored workers in which an eligible and qualified applicant for a job would be rejected because it was necessary for the firm to employ a Negro or a white to maintain the proper ratio of whites to colored.



WIDE VARIETY OF OCCUPATIONS

Skilled and Semi-Skilled Occupations for Negroes Are Listed

Tabulation of the wide variety of jobs which are being performed by Negroes in Indiana offers an interesting insight into the problem of creating job opportunities.

The following 75 occupations were selected at random in the questionnaires returned and are listed here not so much as a complete listing but as an indication of the scope of Negro employment.

Welders, operators of shell turning machines, cooks, stationary engineers, power shovel operators, tractor drivers, moulders, grinders, lathe operators, garment press operators, building managers, engineers, plumbers, painters, nurses, core moulders, sawyers, cement finishers, tire repair and re-capping, furnace tenders, cut-off machine operators, sandblasters, shearing machine operators, heat treaters, pipe layers, chargers, extractor men, laboratory workers, compressor operators, veneer lathe operators, spotting and finishing, chemists, truck drivers, bulldozer operators, bricklayers, tufting and roll edge machine operators, mixer operators, cupola tenders, planermen, block setters.

Plasterers, crane operators, wire picklers, electric drill operators, wire and rod bundlers, foremen, linotype operators, off-bearers, setters, shoe repairmen, rug cleaners, caulkers, metal workers, rug layers, electricians, roofers, bartenders, sprayers, carpenters, platers, receiving and shipping clerks, policemen, draftsmen, bookkeepers, mill workers, radio announcers, and layout designers.

*Random
Selection of
Occupations
Is Made*

Many positions of trust and responsibility which can only be filled by persons of specialized experience caused many employers to answer "No" to the question "Do you employ Negroes in skilled capacities?" On the same questionnaires these people volunteered the information that the colored people employed by them were doing work which could not readily be replaced although it did not fall into the general classification of a skilled occupation.

Comments made by various sales and service business operators relative to Negroes point to the fact that in many jobs the Negro worker has a distinct advantage over white workers. The large number of employers who report that their colored workers have been accepted by the general public in such a manner as to cause difficulties if white workers were put in their places emphasizes the fact that there are advantages as well as the many disadvantages which have been so well publicized.

The information revealed in the Indiana questionnaire seems to add further weight to the national surveys which show very few occupations recognized by the United States Department of Labor in which Negroes are not represented.

THE QUESTIONNAIRE WITH PERCENTAGE

SKILLED and SEMI-SKILLED

PERCENTAGES compiled from Questionnaires returned by those Employing Negroes in a Skilled or Semi-Skilled capacity—

QUESTION No. 5

1—Opposed to hiring	2%
2—Willing to hire	83%
3—Desirous of hiring	15%

It is interesting to note that among those already employing Negroes, in skilled or semi-skilled capacities only 2% are opposed while 98% are willing or desirous to hire Negroes for this class of work.

The feelings of these employers, toward the Negro are further expressed by the following percentage figures taken from answers to Question No. 6:

1—More Reliable	3.7%
2—More Willing	13.2%
3—More Efficient	4.0%
1—Less Reliable	27.6%
2—Less Willing	11.8%
3—Less Efficient	22.5%
1—Equally Reliable	44.6%
2—Equally Willing	49 %
3—Equally Efficient	46 %

QUESTION No. 7

In answer to this question only 7.0% indicated any open opposition to hiring Negroes.

QUESTION No. 8

In answer to this question 46.4% indicated that an effort is being made to train and upgrade Negro employees.

UNSKILLED

PERCENTAGES compiled from Questionnaires returned by those employing Negroes in unskilled capacities—

QUESTION No. 5

1—Opposed to hiring	6.8%
2—Willing to hire	87.2%
3—Desirous of hiring	6.0%

Among those employing only unskilled workers the percentage opposed to hiring more Negroes is a little greater than in the group employing skilled workers but is still very small—only 6.8%.

The following percentage figures taken from answers to Question 6 indicate that employers of skilled or semi-skilled workers are more favorable to the Negro than those employing the only in unskilled capacities:

1—More Reliable	2.60%
2—More Willing	1.02%
3—More Efficient	.41%
1—Less Reliable	2.51%
2—Less Willing	10.9 %
3—Less Efficient	22.9 %
1—Equally Reliable	33.3 %
2—Equally Willing	35.0 %
3—Equally Efficient	28 %

QUESTION No. 7

9.7% indicate open opposition among employees to hiring Negroes.

QUESTION No. 8

Only 8.6% indicate any effort to train and upgrade Negro employees.

PRESENTATION OF ANSWERS TO KEY QUESTIONS

	Male	Female	Total	Increase or Decrease
1. What was your Negro employment on or about the dates listed below:				
July 1, 1941	
Jan. 1, 1942
July 1, 1942

2. What percentage of your total employment is the July 1, 1942 Negro figure?

3. Do you employ Negroes in any skilled capacities?

4. If the answer to No. 3 is "Yes" please list occupations in which Negroes work.....

5. Please check the attitude which you feel best describes your ownership or management on the question of employing Negroes:

1. Opposed to hiring Negroes	()
2. Willing to hire Negroes	()
3. Desirous of hiring Negroes	()

Please comment if you feel the above is inadequate

6. Comparing Negro and White workers in your plant in similar occupations, how would you rate the Negroes?

1. Negroes are more reliable	()	Less reliable	()	No difference	()
2. Negroes are more willing	()	Less willing	()	No difference	()
3. Negroes are more efficient	()	Less efficient	()	No difference	()

7. Is there any open opposition among your employees to hiring Negroes?

8. Are you training and "upgrading" Negroes?..... Is there any open opposition?.....

Please comment

9. If your employees are organized—how would you characterize the attitude of your union toward the subject of employing Negroes:

1. Resentful of Negroes	()
2. Tolerant of Negroes	()
3. Receptive to Negroes	()

Please comment if you feel the above is inadequate

10. If you have employed Negroes, have you had any unpleasant experiences?..... Please comment

11. At this time do you anticipate a demand to lay off Negroes before Whites if and when a layoff becomes necessary?

12. Do you plan to hire any Negroes in the future, (on the assumption that you will increase your employment through replacements or expansion)?..... No?

Check your type of business:

1. Manufacturing	()
2. Retailing	()
3. Service	()

Note: Please tear off along perforated line and return to:

The Indiana State Defense Council
Third Floor, Board of Trade Building
Indianapolis, Indiana

OR: Use the Enclosed Business Reply Envelope which requires no postage. 4.
(All information will be held strictly confidential) (Please indicate)

INDIANA WINS NATIONAL RECOGNITION

for DEVELOPMENT of the INDIANA PLAN of BI-RACIAL COOPERATION

DURING THE PRESENT EMERGENCY many states have through their defense councils developed projects of immense value to the war effort. In recognition of this initiative and creative ability which has given the program of civilian defense a variety of patterns to fit differing conditions in the nation, the national office has developed a system of awarding "Certificates of Merit."

Indiana's strategic position in the heart of the "arsenal for democracy" has made its preparation of a different character from that of other regions. Here the large war industries are far removed from the actual conflict and in the event of attack it is not logical to suppose that the enemy could concentrate as much firepower against this inland section as against the coastal areas. Here "all-out production" has been the watchword.

With this situation, it is particularly appropriate that the State Defense Council sponsor programs which will enable the state to produce at its maximum ability. In this connection the full utilization of all Negro labor becomes an obvious necessity. In the realistic knowledge that 100% of the state's energies must be directed to the war effort, the program of Bi-Racial Cooperation has been emphasized with beneficial results.

Council Urges Full Utilization of Negro Labor

Full details of the Indiana plan for Bi-Racial Cooperation are contained in Pamphlet No. 3 available upon request at the offices of the Indiana State Defense Council, 3rd Floor, Board of Trade Building, Indianapolis.



Dr. Theodore Cable, Indianapolis, receives "Citation For Merit" From Dean James Landis



★ Fifth Region ★

OFFICE OF CIVILIAN DEFENSE

Indiana ★ Kentucky ★ Ohio ★ West Virginia

Citation for Merit

*Be it known to all men, that the
Indiana State Defense Council
has demonstrated ability, efficiency and organiza-
tion to an outstanding degree in the successful
Establishment of Bi-Racial Cooperation
as a part of its contribution to the total war effort
of the United States.*

*In recognition, this Citation for Merit is
hereby awarded.*

July 4, 1942

James M. Landis
Office of Civilian Defense

ORGANIZATION AND PERSONNEL

*Designed to Prevent Discrimination Against Negroes on Federal,
State, and Local Governmental Levels*

FEDERAL

The Fair Employment Practices Committee named by President Roosevelt following the issuance of Executive Order 8802 is composed of the following:

Chairman, Malcolm S. MacLean, president of Hampton Institute, Hampton, Va.

Mark Ethridge, general manager, Louisville Courier-Journal, Louisville, Ky.

Col. David Sarnoff, president of the Radio Corporation of America.

William Green, President, American Federation of Labor.

Frank Fenton, director of organization for American Federation of Labor.

Philip Murray, President, Congress of Industrial Organization.

John Brophy, director of community activities, Congress of Industrial Organizations. (Alternate)

Milton Webster, representing the Brotherhood of Sleeping Car Porters.

Earl B. Dickerson, City Council of Chicago.

Note: Lawrence W. Cramer, one time Governor of the Virgin Islands, is executive secretary of the committee which is now under the direction of the War Manpower Commission with certain reservations providing for independent action by the committee.

STATE

The Negro Activities Division of the Indiana State Defense Council has been set up to direct the Indiana Plan of Bi-Racial Cooperation. It is headed by:

J. Chester Allen, Negro Activities Coordinator, 416 Lafayette Building, South Bend, Indiana.

The Bi-Racial Cooperation Committee of the Indiana State Chamber of Commerce was formed to provide leadership among the state's industrialists. It is headed by:

Stowell C. Wasson, general manager, National Malleable Steel Castings Co., Indianapolis.

LOCAL

City-wide committees composed of representatives of Industry, Labor, and Negroes operate in all communities having a sizeable Negro population.

CHRONOLOGICAL RECORD

Highlights in Development of the Indiana Plan of BI-RACIAL COOPERATION

- Feb. 14, 1941. House Bill No. 445 designed to force the employment of Negroes in defense industries introduced in House of Representatives of Indiana General Assembly. Provides penalty of damages to be awarded victims of discrimination.
- Mar. 5, 1941. Amendment to H. B. 445 easing the requirements but providing criminal penalties for failure to comply introduced.
- Mar. 10, 1941. H. B. 445 defeated in Senate when voice vote sent measure to Committee on Military Affairs.
- Apr. 15, 1941. Indiana State Chamber of Commerce issues first pamphlet calling attention of industrial, governmental, labor, and Negro leaders to broad economic issues involved. Under the caption "The Story of H. B. 445—A bill that failed to pass—and the problem of the Negro in Industry—a question that lives on" the Chamber reviews situation in a manner to provoke thoughtful consideration.
- June 1, 1941. J. Chester Allen of South Bend, appointed as Coordinator of Negro Activities for the Indiana State Defense Council.
- June 10, 1941. Governor Henry F. Schricker announces appointments to 16-man Negro Committee composed of representatives from all Congressional districts.
- June 25, 1941. President Roosevelt issues first order to Office of Production Management. (Later to become Presidential Order No. 8802)
- June 27, 1941. Stowell C. Wasson, general manager, National Malleable Steel Castings Co., Indianapolis, conducts first meeting of Bi-Racial Committee with Governor's group and various industrialists.
- July 7, 1941. A. F. of L. state officers meet with State Chamber and Defense Council officials to discuss problem.
- July 15, 1941. C. I. O. state officers meet with State Chamber and Defense Council officials to discuss problem.
- Aug. 1, 1941. Indiana State Defense Council and Indiana State Chamber of Commerce issue Pamphlet No. 2 describing plan of action developed on state level.
- Aug. 2, 1941. Indiana State Industrial Union Council issues state-wide bulletin endorsing program and calling for strict adherence to constitutional policy of non-discrimination.
- Sept. 15, 1941. Indiana State Federation of Labor in convention at Evansville adopts resolution pledging support to Bi-Racial Cooperation program.
- Nov. 1, 1941. Negro Activities Coordinator of State Defense Council announces establishment of 23 local committees in principal Indiana cities.
- Apr. 10, 1942. Pamphlet No. 3 describing plan and reporting progress issued.
- Aug. 8, 1942. Questionnaire designed to measure progress and to determine method of proceeding in further expansion of the Bi-Racial program is sent to more than 11,000 Indiana employers who are covered by the unemployment compensation law.

NEGRO PLACEMENTS



Left to Right: J. Chester Allen, Negro Activities Coordinator of the Indiana Defense Council, and Charles V. Carr, Cleveland, Ohio, Negro Activities Coordinator of the Regional Office of Civilian Defense—Picture taken at meeting held in Indianapolis.

Negro Placements by Uses for Indiana Year Ending July 1942

State Total	18,821	Lafayette	59
Anderson	307	Laporte	66
Bloomington	47	Lawrenceburg	5
Columbus	17	Logansport	8
Connersville	31	Madison	21
East Chicago	866	Marion	120
Elkhart	91	Michigan City	348
Evansville	2,100	Muncie	761
Fort Wayne	808	New Albany	222
Gary	3,937	New Castle	9
Hammond	521	Richmond	444
Indianapolis	5,887	South Bend	1,304
Kokomo	151	Terre Haute	642
		Vincennes	49

THE REPORT OF THE COORDINATOR'S OFFICE

The operation of the Indiana Plan of Bi-Racial Co-operation on the local level is now bearing fruit in local communities. Concrete results of this program are apparent in all the larger industrial centers and in many smaller centers of the state in which colored people reside in substantial numbers. Thousands of colored workers are to be found employed in established plants where they never worked before. New war plants built during the past year have employed colored workers in large numbers and in many instances in skilled capacities. Negro employment interviewers and typists are now working in six large industrial centers of the state. The bottleneck of defense training opportunities for Negroes has been broken on a two-fold front: the opening of the doors of opportunity by defense training agencies and the overcoming by Negro leadership of the apathy of the Negro worked toward the importance of such training. This general over-all picture has materialized from the original blueprint of the first bi-racial state conference in June of 1941, which decided to (1) put Negroes to work; (2) that the Negro worker himself must demonstrate that he can do a job as satisfactorily and as co-operatively as the next fellow after being given the opportunity; (3) the establishment in new plants of departments in which Negro skills can be utilized; (4) the employment of Negroes as members of U. S. Employment Service staffs; (5) the opening of defense training opportunities to Negroes.

To achieve these results much time, money and effort have been expended by key groups of Indiana in selling this program to the people. This is the fourth printed progress report issued by the Indiana Defense Council in co-operation with the Indiana State Chamber of Commerce. State and local labor groups and individuals of both the American Federation of Labor and the C. I. O. and Negro leaders have given unstintingly of their time. Negroes interested in the program have spent their own money for transportation and the assembling of data needed for the proper presentation of their case. State labor groups have spent money in circularizing their affiliates for the support of the program. In the summer of 1941, Stowell C. Wasson, Chairman of the State Employers' Committee contacted every county superintendent of public schools in which negroes lived urging their co-operation in the matter of relaxing any existent discriminatory rules against Negroes seeking defense training. Rotary, Kiwanis, Lions Clubs, social service groups, church groups, conventions, public meetings and radio facilities have been kindly offered and utilized by the Governor, the Director of the State Defense Council, Labor and Negro Coordinators for public discussions of the importance to the war effort of the full participation of Negroes in the war effort on the home front. With such a concerted effort behind the bi-racial plan it was inevitable that every employer of any consequence, every labor organization, and every Negro leader and worker should know of the program, and its contribution to the general war effort be recognized by the awarding by James Landis, National Director of Civilian Defense, of a certificate of merit for outstanding work in the field of race relations to the Indiana State Defense Council on July 4, 1942.

*Key Groups
Aid in
Promoting
Bi-Racial Plan*

THE REPORT OF THE COORDINATOR'S OFFICE

As is the case in any program of such magnitude the usual crop of "beefs" is also inevitable. In the operation of any plan on broad principles outlined at its inception a few individuals will miss the trees by focusing their eyes upon scrub plants at their feet. The plan contemplates the integration of the Negro worker not only for the duration, but, depending upon his own showing, for the post-war period. If this permanency is to be achieved it must necessarily be done on a cooperative basis rather than a bludgeoning of anyone into an acceptance of something which he will cast aside at the first opportunity. In short, the laying of a solid foundation for the permanent improvement of the economic status of the Negro in the post-war period is the ultimate goal sought by the program.

*Sound Progress
Recorded
Despite Attacks
of Critics*

In the midst of war keeping the eye on this ball of permanency requires the same cool thinking as that needed by the backfield of a good football team. Employers, labor and Negro leaders are oftentimes besieged by individuals seeking particular jobs and others who in well meaning outbursts of patriotism demand the immediate upgrading of some workers possessing various skills. These persons, either through patriotic fervor or economic strain, overlook a number of natural impediments to the immediate fruition of their wishes such as union and plant rules governing intraining and upgrading, the increased intensity of competition for the better paying skilled jobs, the fear on the part of some employers of worker resistance to the breaking of traditional employment practices, the possible jeopardizing of the many unskilled new Negro job holders by a tactless approach to the problem of obtaining skilled jobs for the relatively few workers with special training. Then, there are the usual small minority of selfish persons who being ignorant of or unable to offer a better or more constructive program seek to attract attention by the destructive criticism of a plan already producing results.

But, despite these negative factors the progressive leaders of the employers, labor unions and Negro groups have pressed forward to positive achievements too numerous to set out in detail in this statement. Suffice it to say that in one plant alone over one thousand women are employed in semi-skilled capacities; in the same plant Negroes are employed in 22 categories including inspectors, nurses, receptionists, clerks, and as members of the administrative and personnel staff earning upward to \$3,000.00 per year. In several small cities all the available Negro labor supply has been absorbed by local industry. In a plant of the capitol city several hundred colored women have been employed as power sewing machine operators within the last 4 months, in another city a plant has given one hundred colored women employment as sewing machine operators, and many plants are now employing Negroes as operators of lathes, drill and punch presses, welders, shapers, milling machine operators and several other branches of machine shop operation. In one city two young colored high school graduates are working as apprentice tool and die makers. In another large aviation plant, a

THE REPORT OF THE COORDINATOR'S OFFICE

committee of Negroes and whites has been set up to work on the problem of upgrading qualified Negro workers to more essential jobs. Colored men have been moved up to assembly lines and many production jobs. Colored women are being employed as inspectors, clerks, and assembly line operators. Training facilities of several Negro high schools have been expanded and modernized. The NYA schools and particularly the resident center at Indianapolis are turning out much needed skilled workers who are finding jobs for which they were trained.

In addition to obtaining jobs for thousands of Negro unskilled workers in new places of industrial employment the program is now, perhaps not as rapidly as some would wish, but, nevertheless, certainly moving many of those Negroes upward who have qualified themselves by training. And this has been done without a single instance of a plant walkout as has occurred in other parts of the country. This attests the good work of those bi-racial groups who without fanfare have been conditioning and soundly preparing the people for these Negro employment gains.

It is not contended that the millenium has been reached with respect to this problem. As the demands of the army and navy for manpower increase new problems arise. Negro men are being inducted and are enlisting in large numbers leaving wives and dependents. Many colored women are encountering general resistance to the employment of females and particular resistance to them because of their race. Total employment of available Negro skills has not yet been reached. Many of these women besides having husbands and relatives in the armed services, have sacrificed many hours to train themselves for essential work in our production plants. Many colored men who have obtained defense employment have taken up defense training and become proficient in machine shop operations. Too often, they are not given any opportunity to utilize the training because of frozen job classification. As has already been indicated progress is being made in the utilization of these special skills, but these situations cause some Negroes to clamor for the big stick of government with which to better down these barriers. In fairness to all concerned, the blame for the lack of full utilization of Negro skills can neither be wholly placed upon management nor upon labor. Some plants and some labor unions still debar Negro workers. It is the opinion of the writer that with the machinery as has been set up in Indiana no employer nor union need fear any unfavorable reaction to the employment of or the upgrading of already employed Negro workers in any capacity for which they are qualified. In your community are fellow employers, leaders of organized labor, and Negroes who are committed to the program of aiding the war by full utilization of all available manpower, black and white alike.

Another problem of concern to many of the bi-racial committees is the lack of adequate housing for Negro war workers. The building of thousands of defense homes by the government has been of little or no relief to the already poorly housed Negro

*Machinery Now
Available to
Cope with
Problems*

THE REPORT OF THE COORDINATOR'S OFFICE

war workers. Whenever possible, it is urged that employers and labor unions in local communities consider the Negro war worker in any plans for expanded war housing facilities. At the Kingsford Heights project nearing completion for occupancy by workers of the Kingsbury Ordnance plant, Mr. A. J. Parkin has assured the writer that equal consideration will be given the colored war worker. As bad housing of war workers results in many wasted man hours, through illness, etc., it is hoped that attention will be given this important problem by the proper local, regional and federal agencies in charge of this phase of the war effort.

The great majority of management, labor, and Negro leaders of Indiana are convinced that the American principle of equality of employment opportunity for all, supported by solid public opinion, is the only permanent solution of this problem. These groups, through the Indiana Plan of Bi-Racial Cooperation, have enunciated their belief in that principle and are doing a fine job of marshaling public opinion in its support. The demands of war and the desire of all of us to crush our enemies will eventually result in the utilization of the full capacity of every worker, male and female; the training of every worker's potential skill and the allocation of every worker's skill to the spot where it is needed. If we miss this goal on the home front, some of our boys will lose their lives because of that failure.

We all share a tremendous responsibility in supplying our fighting men. We will not fail them and we will do it together voluntarily as Americans. These are the aims of the Indiana Plan of Bi-Racial Program. The first hurdle is crossed, Negro men have gone into the war plants of Indiana by the thousands and two more remain; (1) the total employment of all available colored women to replace men called for armed service and (2) full utilization of skills possessed by all Negro war workers. Let's all get in there and pitch. There are those in your community ready to advise you. Let's form the same unbroken line on the production front that our boys, black and white, have formed together on the battlefronts. If they can die together, then surely we can all work together for a common victory.

*War Demands
Full Capacity
of Every
Industrial
Worker*

J. CHESTER ALLEN

Negro Activities Coordinator
Indiana State Defense Council

December, 1942

3 0000 051 171 563

HOUSE CONCURRENT RESOLUTION #4

MR. SPEAKER:

I offer the following concurrent resolution and move its adoption:

Be it resolved by the House of Representatives, the Senate concurring,

WHEREAS, the sturdy men and women imbued with the spirit of freedom and democracy who fought their way through the wilderness of the Appalachians and into the beautiful valley of the Ohio and settled a commonwealth and named it Indiana; and

WHEREAS, they backed their belief in democracy and fair play not only with their brawn and brain but by forming a constitution that insists that all citizens shall have equal opportunity in the normal pursuits of life, liberty and happiness; and

WHEREAS, the State of Indiana through these efforts has long been a leader in, and a bulwark of, democracy; and

WHEREAS, certain policies have crept into this spirit that deny good American citizens who happen to be of African descent, the right to serve their country and earn their livelihood in certain classifications of industry where due to the bitter war in which we are engaged there is a shortage of men and women power; and

WHEREAS, such policies are not only conducive to the weakening and pro-longing of our war efforts, but are undermining the principles of the American way of life for which Indiana constituents have fought and died for nearly 150 years; therefore,

BE IT RESOLVED, that the House of Representatives of the 83rd General Assembly of the State of Indiana, the Senate concurring, does commend the Indiana State Defense Council, the Indiana State Chamber of Commerce, the Congress of Industrial Organizations, the American Federation of Labor, Governor Henry Schricker who through the Indiana Plan of Bi-racial Cooperation, all business men, church groups, clubs and all other groups and individuals in every part of the state who have been and are working to bring economic freedom to all of the people of the great state of Indiana, and

BE IT FURTHER RESOLVED, that this Assembly does recommend and urge that employers, labor organizations and any person or persons concerned in the employment of people will extend every effort to eliminate such policies.

FILED
JAN 26 1943

Jesse L. Dickinson

Representative
South Bend, Indiana

Reproduction of
HCR 4 adopted in
the House of Representatives
Jan 26, 1943