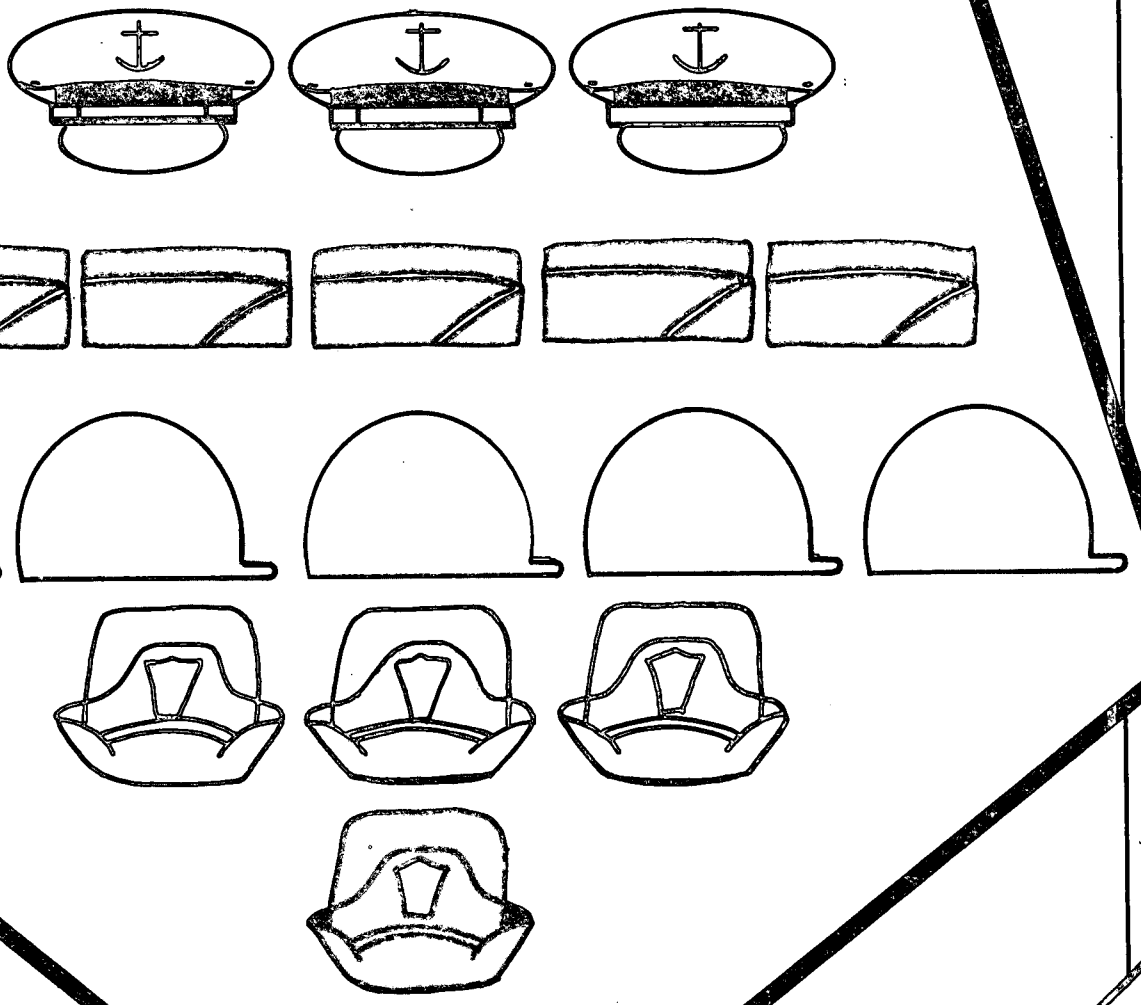
Volume 11, No. 3 March, 1983

FOCUS

Special Issue



Military Manpower

Study Shows Black Gains in Municipal Employment

Joint Center for Political Studies

Perspective

The next president of the United States will be elected on November 6, 1984, a year and a half from now. One of the most critical stages in the presidential selection process is already under way. The Republican and Democratic parties in each state are developing procedures for selecting delegates to their national conventions. The delegates chosen in primaries, conventions, and caucuses beginning next February will not only pick their party's presidential nominee next summer, but will develop the platform on which the nominee will run.

Becoming a delegate and helping to select other delegates are immensely important political activities. Traditionally, minorities have been seriously underrepresented in these crucial stages of the presidential selection process, owing to discrimination, inadequate understanding of the process itself, or lack of interest.

In 1980, just over 14 percent of the delegates at the Democratic convention were black, a historic high but not enough in view of the fact that more than 20 percent of all Democratic votes cast for president come from blacks. At the Republican convention, only 2.7 percent of the delegates were black.

During the next several months, the Joint Center will publish several reports and guides to the delegate selection process. We hope they will serve as an incentive to greater minority participation in that process. Meanwhile, those who wish to become more knowledgeable about and more active in the process should immediately contact their state and local party officials.

Unfortunately, the early stages of the delegate selection process are being overshadowed by media coverage of the potential contenders in 1984. Will President Reagan run again? If not, who will emerge as the GOP standard bearer? Which one of the Democratic hopefuls will be victorious in the primaries and in the convention? What are the prospects and implications of a black candidate entering the Democratic primaries?

These are fascinating questions, but they should not cause us to lose sight of the need to increase our influence in both parties through the delegate selection process itself.

The development of state plans for delegate selection is nearly completed. Republican plans are developed in accordance with local customs and are not required to be reviewed by the Republican National Committee. Democratic plans, however, must be reviewed by the Democratic National Committee's Compliance Review Commission. Among other things, the commission ensures that state plans set specific goals and timetables to encourage the participation of blacks, Hispanics, native Americans, and Asian/Pacific Americans in the party's national convention.

Some of the Democratic procedures are significantly different from those in prior years. Therefore, blacks and other minorities will have to be alert to take advantage of new opportunities for participation and to minimize the chances of running afoul of the new rules. Getting on top of what is happening in one's own state is imperative.

Although Republican delegate selection procedures do not emphasize affirmative action as much as the Democratic procedures, black Republicans have an opportunity to influence their party's decisions at the state and local levels. In addition, the National Black Republican Council, an auxiliary of the Republican National Committee, is pressing to include more blacks in the 1984 national convention.

The objective of all these exercises, of course, is to maintain a genuinely democratic society and to ensure full citizen participation in the presidential election process, especially by blacks and other traditionally underrepresented groups.

Eddie N. Williams
President

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Recruiting Black Officers

by Edwin Dorn and Paul Butler

(Dr. Dorn is deputy director of research and Mr. Butler is a research assistant at the Joint Center.)

Recent changes in military recruiting priorities may affect the number of blacks entering the armed forces as officers, in ways that are not immediately obvious. The Army has joined the Air Force and the Navy in focusing its recruitment efforts on people with technical and scientific skills. Meanwhile, disproportionately large numbers of black college students continue to major in the "softer" academic disciplines. If these two trends continue, the result may be decreased rather than increased numbers of black military officers.

During the past decade, all of the services have taken steps to increase the number of blacks in the officer corps. In 1972, blacks comprised only 2.2 percent of all commissioned officers. By 1982, black representation had grown to 5.6 percent—still small by comparison with the proportion of blacks in the enlisted ranks (22 percent), but roughly consistent with the percentage of black college graduates in the general population.

DOD Emphasizes Technical Skills

The Department of Defense, especially the Army, has become concerned with the ability of officers to lead a military that is making increasingly heavy use of highly sophisticated equipment. The Pentagon's "Manpower Requirements Report for Fiscal Year 1983" states:

> In the technical area, the Army still experiences shortages in some engineer and scientific/technical skills. . . . Faced with increasing trends in modernization and technology, the Army may yet request that money be appropriated to retain more of these important officers.

In addition to taking steps to retain officers with critical skills, plans are afoot to channel recruitment efforts toward men and women with backgrounds in mathematics, engineering, and the physical sciences. These plans do not bode well for the future recruitment of black officers. In 1981, blacks received only 3 percent of all undergraduate degrees awarded in engineering, 5 percent in math, and 3 percent in the physical sciences. Looked at another way, of the 60,000 blacks who received undergraduate degrees in 1981, fewer than 4,000, or 3 percent, majored in any of these disciplines. At the graduate level, the numbers are even more dismal. Less than 1 percent of all Ph.D.s in the "hard" sciences are awarded to blacks.

Virtually all officers (92 percent) are college graduates, and college-based Reserve Officer Training Corps programs provide the largest single source of officers. ROTC programs are conducted at approximately 300 colleges and universities, including 27 historically black colleges. These programs have been especially popular at black schools, because they offer career opportunities to graduates and substantial scholarships and allowances during college study.

Generally, ROTC scholarships have been awarded to students whose disciplines meet the needs of the services. In recent years, roughly half of the Army's ROTC scholarships have gone to students in the social sciences and liberal arts; less than one-fourth have gone to students in science and engineering; and the remainder to students in business programs. Over the next few years, however, that pattern is likely to change. Close to half of the Army ROTC scholarships will go to students in the more technical areas, and the number going to social science majors will be reduced dramatically. The emphasis on science and engineering backgrounds will be even heavier in Navy and Air Force ROTC programs.

Not only are blacks who do not study science and engineering likely to find fewer opportunities to enter the officer corps, but the services may have difficulty recruiting those few blacks who have acquired technical skills. Opportunities for scientists and engineers remain plentiful in the private sector, so the military faces serious competition for people trained in these areas, especia'ly for blacks and other minorities. Starting salaries for students graduating with degrees in engineering average more than $20,000 per year, and many major corporations offer scholarships to promising students in order to recruit them.

Black Recruitment Efforts

The Pentagon apparently recognizes the potential problem in black officer recruitment. The Navy, traditionally the service with the lowest percentage of blacks in both officer and enlisted ranks, has instituted several programs to attract blacks into the officer ranks. Naval ROTC programs have been started at six historically black colleges since 1977. The Navy's Project BOOST offers intensive coaching in mathematics, science, and English to enable students to score high enough on their college boards to be eligible for ROTC scholarships. Last year, about 200 blacks participated in this program. Their college board scores went up by as much as 150 points.

In spite of these special efforts, the military's altered recruiting standards may reduce the pool of blacks qualified to serve as officers. A reduction is already apparent in the proportion of blacks being accepted in the enlisted ranks. In 1979, blacks comprised 26 percent of all new enlistees; last year, only 19 percent of recruits were black. High unemployment rates have made the armed forces more attractive to all youth. The Pentagon's response to this new "buyer's market" has been to become more selective. Some young men and women who would have qualifed for military service two or three years ago are being rejected today.

The military's changing recruiting priorities contain a clear message: In the armed forces, as in the civilian sector of the economy, those college students who acquire scientific and technical skills will have the advantage. Thus, any serious effort to recruit more black officers will have to include more programs to improve the scientific and technical education of black youth. If such programs *are* expanded, the benefits to young black men and women could go beyond better opportunities in the military.

Public Attitudes Toward the Military

by A. Wade Smith

(This article summarizes the preliminary findings of a study being conducted for the Joint Center's Clearinghouse On Military Manpower Affairs, which is supported by a grant from the Ford Foundation. Attitudes toward the percentages of blacks and women in the military were surveyed for the first time last year; the results have never been published before. Dr. Smith is assistant professor of sociology at Arizona State University and research associate at the Center for the Study of American Pluralism, National Opinion Research Center.)

During the past decade, the racial and sexual composition of the nation's armed forces has changed dramatically. Since the draft was replaced by the All-Volunteer Force, blacks have come to comprise approximately 20 percent of all active duty personnel and nearly 30 percent of the Army. The proportion of women in the military has grown from 1.5 percent in 1972 to 9 percent in 1982, a level that is not likely to rise significantly as long as women are excluded from combat and combat support roles.

These changes have provoked considerable debate among a small group of political leaders and military affairs analysts.* Among the most frequently heard arguments for why these changes are cause for concern is that either a large number of women in the military or a racially "unrepresentative" military is likely to undermine public confidence in the nation's defense. (This latter concern has been focused on the disproportionately black enlisted ranks, not on the overwhelmingly white officer corps.)

So far, the debate has been confined primarily to the corridors of government and to scholarly journals, with snatches of it showing up on the pages of the nation's leading newspapers. In other words, it has been an argument among the nation's "elite," some of whom have spent much time guessing about what the public-at-large thinks. Thanks to a recent public opinion survey conducted by the National Opinion Research Center (NORC), we can stop speculating about public attitudes and look at survey results.

NORC's General Social Survey (GSS) of February and March 1982 asked a representative sample of 1,570 people (1,323 whites and 247 blacks) questions about the military, including how they felt about the percentage of blacks and women in the military, and how much confidence they had in the military. The survey allows us to determine whether the racial and sexual composition of the armed forces has anything to do with people's confidence in the services.

*See Bibliographic Note, p. 6.

Table 1. Public attitudes toward black representation in the armed services.

Race of respondent	Too many blacks	About right	Should be more blacks
Whites	11.0%	70.8%	18.1%
Blacks	21.0%	47.5%	31.5%
Total population	**12.5%**	**67.4%**	**20.1%**

Who Cares about Blacks in the Military?

While a number of scholars, journalists, and political leaders have been expressing concern about the number of blacks in the military, only 12.5 percent of the NORC sample said there were too many blacks (see Table 1). Black opinion on this matter is more divided than white opinion. As Table 1 shows, blacks are more likely than whites to say both that there are too many blacks in the armed services and that there are too few.

These results do not indicate an overwhelming public concern about the proportion of blacks in the military. Of those who would prefer to see a change, more respondents thought black representation should be higher than thought it should be lower.

Public Confidence

The GSS found that almost a third of respondents said they had "hardly any" confidence in the military as an institution (see Table 2). In order to assess this finding, we must compare it with public confidence in other institutions. The survey results show that the military does not enjoy as much confidence as the nation's financial, medical, and scientific communities, or the Supreme Court. On the other hand, the Congress, the executive branch of the federal government, organized labor, and the press enjoy less public confidence than the military. There is only a modest difference between blacks and whites on the issue of confidence.

What of speculation that heavy black presence in the military undermines public confidence in the institution? To get at this question, we cross-tabulate the data to discover what percentage of those who say there are too many blacks in the military *also* say that they have little confidence in the military. What we found is that *only about 3 percent of the population holds both of these opinions.* In other words, the public's confidence (or lack of confidence) in the military has virtually noting to do with a concern that there are too many blacks in uniform. (This finding has been confirmed using a more sophisticated statistical technique known as discriminant analysis.)

Since the GSS asked many questions about respondents' backgrounds, as well as their attitudes on other issues such as race relations, it is possible

Table 2. Public confidence in the military.

Race of respondent	Hardly any confidence	Only some confidence	A great deal of confidence
Whites	31.5%	53.4%	15.1%
Blacks	24.3%	62.6%	13.2%
Total population	**30.4%**	**54.8%**	**14.8%**

to identify a number of characteristics that are shared by those who have least confidence in the military and those who are concerned about the number of blacks in uniform.

The groups whose members express the lowest levels of confidence in the military inc'ude the more racially prejudiced, the intensely religious, Republicans, people aged 40 or over, whites, and males. The groups whose members are most likely to say that there are too many blacks in the service include the more racially prejudiced, ma'es, people aged 40 or over, those with family incomes of $25,000 a year or more, and Democrats. (Among blacks, as I noted before, the percentage of respondents who think there are too many blacks in the service is greater than the overall average, but so is the percentage thinking there are too few.)

Table 3 lists those groups whose members are more likely than average to express low confidence in the military or to think there are too many blacks in the military. A sophisticated statistical analysis reveals that four of the groups—the affluent, males, people 40 and older, and the more racially prejudiced—have negative attitudes both about the military as an institution *and* about the overrepresentation of blacks. While there is an impression of widespread public concern, then, that impression may just be the result of concern on the part of certain prominent citizens.

Drafting Women and Confidence in the Military

The 1982 GSS asked for people's reactions to the fact that 9 percent of armed forces personnel are female. Only 4.1 percent of respondents said that this was too many—too small a sample to be further analyzed.

The survey also asked: "How would you feel about a program that required all young women to give one year of service to the nation—either in the military forces, or in nonmilitary work such as in hospitals or with elderly people?" Such a program would greatly increase the number of women in the military. Because of the way the question was phrased, however, we cannot distinguish among reactions to the idea of national service, reactions to the possibility of reverting to a military draft, or reactions to increasing the number of women in the military. Nevertheless, responses to this question are useful for further analyzing attitudes toward women in the armed services. When cross-tabulated with responses to the question on confidence, they provide some indication of whether the presence of larger numbers of women would affect public perception of the military as an institution.

As Table 4 shows, only 37.2 percent of those surveyed would oppose a compulsory national service with a military component that involved women. There are no major differences between blacks and whites, or between men and women, on this issue. The survey results seem to suggest public support for national service, even if it means conscripting women into the military.

But are the 30.4 percent of the people who have hardly any confidence in the military and the 37.2 percent who object to including women in a program of compulsory national service the same people? Essentia'ly, yes. Of the total survey population, 28.8 percent both oppose drafting women and have very low confidence in the military establishment. This suggests that more than a quarter of the U.S. population might lose confidence in the armed forces if large numbers of women were required to serve. This cross-tabulation is much higher than the racial composition/low confidence cross-tabulation of 3 percent.

Public Policy and Public Opinion

During the past few years, a small but influential group of critics has been suggesting that the overrepresentation of blacks in the military is likely to undermine confidence. Their proposed solution: Take some measure, such as reinstituting a draft, to correct the "problem." The data show, however, that the speculations have been wrong and are, therefore, a poor basis for any change in policy.

Of course, public opinion changes over time. Since some of the questions on the survey were being asked for the first time, it is not possible to gauge trends in opinions on issues associated with blacks and women in the military. It is vital that we monitor opinion on these issues as the wider debate over the nation's defense policy continues.

Table 3. Attitudes toward the military, by group.

	Hardly any confidence in the military	Too many blacks in the military
Total population	30.4	12.5
Respondents who are:		
More racially prejudiced	39.5	19.7
Intensely religious	37.4	11.3
Republican	35.3	10.9
40-59 years old	32.7	16.1
White	31.5	11.0
Male	31.3	16.9
Democrat	30.2	13.1
Affluent (annual family income $25,000 or more)	25.2	15.9
Black	24.3	21.0

Table 4. Public attitudes toward required national service (including military service) for women.

	Strongly favor	Favor	Oppose	Strongly oppose
Race of respondent				
Whites	27.1%	35.6%	22.4%	14.9%
Blacks	23.7%	40.0%	16.8%	19.5%
Sex of respondent				
Males	30.1%	31.7%	22.2%	16.0%
Females	24.0%	39.5%	21.2%	15.3%
Total population	**26.6%**	**36.2%**	**21.6%**	**15.6%**

Briefing: Blacks and the Military

ROTC at Historically Black Colleges and Universities

Reserve Officer Training (ROTC) programs at historically black colleges and universities have produced approximately one-half of the black officers now on active duty. Twenty-seven of the 102 historically black institutions have official ROTC programs, and students at several other HBIs participate in "satellite" programs hosted by other schools. For example, students at Morehouse, Spelman, and Clark colleges in Atlanta can enroll in a Naval ROTC program that is hosted by Georgia Tech.

Approximately 10,000 students participate each year in the 27 ROTC programs. A substantial number of participants, however, leave the program before completing the advanced course needed to obtain a commission. By far the largest ROTC program among HBIs is at Prairie View A&M University, which has more than 1,000 students enrolled in Army ROTC.

Students who qualify for the advanced course (generally in the last two years of college) receive a small monthly stipend in exchange for a commitment to military service. Some students also receive scholarships that pay for tuition, textbooks, and lab fees. These scholarships are awarded on a competitive basis. In fiscal year 1983, approximately 23,000 of the 112,000 students enrolled in ROTC nationwide received scholarships. In recent years, a number of HBIs that offer ROTC have pressed the services to provide them with more scholarships, so that they could attract more "high quality" students.

Historically Black Institutions with ROTC Programs

Institution	Type of ROTC		
	Army	Air Force	Navy
Alabama A&M	x		
Alabama State		x	
Alcorn State (Mississippi)	x		
Arkansas—Pine Bluff	x		
Bishop College (Texas)	x		
Central State (Ohio)	x		
Fayetteville State (N. Carolina)		x	
Florida A&M	x		x
Fort Valley State (Georgia)	x		
Grambling State (Louisiana)		x	
Hampton Institute (Virginia)	x		x
Howard (District of Columbia)	x	x	
Jackson State (Mississippi)	x		
Lincoln (Missouri)	x		
Mississippi Valley State		x	
Morgan State (Maryland)	x		
Norfolk State (Virginia)	x		x
North Carolina A&T State	x	x	
Prairie View A&M (Texas)	x		x
Saint Augustine's (N. Carolina)	x		
Savannah State (Georgia)			x
Southern University (Baton Rouge, Louisiana)	x		x
South Carolina State	x		
Tennessee State		x	
Tuskegee Institute (Alabama)	x	x	
Virginia State	x		
West Virginia State	x		

Time and Punishment

A report on the Army's equal opportunity programs reveals that punitive confinement and "bad paper" discharge rates for black soldiers continue to exceed those for white soldiers. In fiscal year 1981, blacks made up 33.2 percent of Army enlisted personnel. But according to the *Army Times*, blacks received 59.7 percent of the dishonorable discharges and 48.8 percent of bad conduct discharges in that year, and made up more than 47 percent of the military prison population.

Blacks Who Shape Defense Policy

A handful of blacks participate in high-level formulation of U.S. defense policies.

Representative Ronald V. Dellums (D-CA), the only black member of the House Armed Services Committee, now chairs the Subcommittee on Military Installations and Facilities. Dellums, who is entering his 7th term in Congress, represents California's 8th District (Oakland).

Senior black political appointees in the Defense Department are: Jerry Calhoun, Deputy Assistant Secretary of Defense for Civilian Personnel Policy and Requirements; Fred Davison III, Deputy Assistant Secretary for Reserve Affairs, Department of the Navy; William B. Robertson, Assistant for Business Development, Office of Economic Adjustment, DOD; John Shannon, Deputy Under Secretary of the Army; and Delbert L. Spurlock, Jr., General Counsel of the Army.

The number of appointees is comparable to that in the previous administration, although the levels of responsibility are not. During the Carter years, the most senior blacks in the Defense Department occupied the positions of Secretary of the Army (Clifford Alexander), Assistant Secretary of the Army for Research and Development (Percy A. Pierre), and General Counsel of DOD (Togo West).

Bibliographic Note

Those who wish to pursue race-related military issues are referred to two publications: Martin Binkin, Mark J. Eitelberg, Alvin J. Schexnider, and Marvin M. Smith, *Blacks and the Military* (The Brookings Institution, 1982); and Charles C. Moskos, Jr., John Sibley Butler, Alan Ned Sabrosky, and Alvin J. Schexnider, "Symposium: Race and the United States Military," in *Armed Forces and Society* vol. 6, no. 4, Summer 1980. Proceedings of the Joint Center's symposium on Blacks and the Armed Forces will be published later this year (see also *Focus*, August 1982).

For a discussion regarding women, see Martin Binkin and Shirley Bach, *Women and the Military* (The Brookings Institution, 1977). A feminist perspective is provided in a collection of essays edited by Wendy Chapkis, *Loaded Questions: Women in the Military* (Transnational Institute, 1981).

For discussions of broader military personnel policy issues, see General Brent Scowcroft, editor, *Military Service in the United States* (Prentice-Hall, 1982); and the Atlantic Council of the United States, *Policy Paper: Toward a Consensus on Military Service* (The Atlantic Council, 1982).

Blacks Gain in City Jobs

(In February, the Joint Center held a forum on black employment in municipal government, in which JCPS Adjunct Fellow Peter Eisinger presented the results of a study on the subject. Dr. Eisinger is a professor of political science at the University of Wisconsin and a senior research staff member of the Institute for Research on Poverty. The full study, Black Employment in City Government, 1973-1980, *will be published by the Joint Center this spring.)*

From Chicago to Raleigh, from Detroit to Little Rock, blacks made significant progress in city government employment during the seventies. Progress was particularly evident in the proportion of all city government jobs held by blacks. However, black employment patterns varied sharply from city to city.

In a recently completed study, Dr. Peter Eisinger examines changes in black employment levels in city governments in the United States from 1973 to 1980 and how those changes were affected by economic conditions and black political influence. The study is based on data from 40 cities, whose populations range from 55,200 in East St. Louis, Illinois, to 3 million in Chicago. On the average, the populations of the cities are 33 percent black; all are over 10 percent black.

The study measures changes in black employment levels in city governments in three ways: 1) by looking at changes in the *number* of blacks employed in city governments, 2) by looking at changes in the *percentage* of city jobs held by blacks, and 3) by looking at the "fair share ratio," the percentage of blacks on a city government workforce compared to the percentage of blacks in the population.

Trends in Municipal Employment

From 1973 to 1980, the total number of city government jobs held by blacks in the 40 cities studied increased from 100,796 to 110,207, or 9.3 percent. This increase occurred despite a 7.1 percent decrease in the overall number of city government jobs in these cities during this period.

The percentage of city government jobs held by blacks in the 40 cities also increased, from 27.5 percent in 1973 to 32.6 percent in 1980.

Throughout the decade, the percentage of blacks on the workforces was greater than the percentage of blacks in the populations. But increases in the percentage of city jobs held by blacks did not keep pace with black population increases. Thus, the fair share ratio decreased slightly—from 107.4 percent in 1973 to 104.8 percent in 1980.

In spite of substantial gains during the seventies, blacks remained significantly underrepresented at administrative and professional levels throughout the period. By 1980, blacks made up 15.5 percent of all managers and administrators and 19.1 percent of all professionals, up from 9.1 percent and 11.5 percent, respectively, in 1973.

Economic Conditions and Black Employment

Progress for blacks in city employment was generally greater in growing, economically healthy cities than in cities with deteriorating economies and population losses. Growing cities tend to produce jobs at a faster rate and thus seem to be more willing to distribute jobs to minorities. In the 29 cities where the number of jobs held by blacks increased from 1973 to 1980, the populations increased by an average 1.8 percent. In the 11 cities where the number of jobs held by blacks declined, the populations decreased by an average of 11.2 percent.

The cities in which blacks showed the highest gains in the fair share ratio were nearly all growing Sunbelt cities. In straight percentage terms, however, the proportion of municipal jobs held by blacks increased most in the declining cities—a result, at least in part, of continued white population losses.

The data from 1978 to 1980 are particularly interesting, since this was a time of public-sector retrenchment in many localities. Black municipal employment peaked around 1978, when blacks held 120,840 city government jobs. Between 1978 and 1980, the number of municipal jobs held by blacks dropped by more than 10,000. Nevertheless, the percentage of city jobs held by blacks increased slightly—from 32.4 percent in 1978 to 32.6 percent in 1980—continuing the trend of the earlier part of the decade.

In 32 cities where municipal workforces were actually reduced, the proportion of black workers decreased by only 0.1 percent. The workforce reductions, then, did not fall disproportionately on blacks. Dr. Eisinger believes this is because contraction of city payrolls was generally accomplished through attrition rather than layoffs. Attrition tends to distribute losses between the races more evenly than layoffs, which affect mainly workers with low seniority and thus a disproportionate number of blacks.

Federal assistance to a city does not appear to be correlated with especially high growth rates in black employment, either in percentage terms or by the fair share measure. Increases in state aid to local governments were associated with growth in the proportion of black professionals.

Political Power and Black Employment

Cities where blacks wield considerable political influence, particularly those with black mayors, had the highest increases in both the numbers of blacks employed in city government and the fair share ratio. Although most cities with black mayors have high unemployment rates and declining populations, more blacks were added to their payrolls than in other cities.

Nine cities with black mayors were included in the study. Eight of them lost population during the 1970s, but the black percentage of the municipal workforce of these cities increased by an average of 16 percent. Among growing cities without black mayors, the black percentage of the municipal workforce increased by 6.9 percent, and among cities without black mayors that lost population, the black percentage of the municipal workforce increased by 1.9 percent.

Copies of *Black Employment in City Government, 1973-1980* can be ordered for $4.95 from the Joint Center for Political Studies.

Telescope

Harold Washington's Victory in Chicago

A surge of black registration and voting carried Congressman Harold Washington to a stunning upset victory in Chicago's Democratic mayoral primary on February 22. Washington received 36 percent of the vote, compared to 34 percent for heavily favored incumbent Jane Byrne and 30 percent for State's Attorney Richard Daley, Jr., son of the late mayor.

A record 78 percent of the city's 1.6 million registered voters cast ballots. Thanks to a remarkably successful black voter mobilization campaign initiated last fall, a record 73 percent of black registered voters went to the polls. Turnout in the heavily black South Side area, where Washington's congressional district is located, equaled or exceeded that in Byrne's home turfs on the North and Northwest sides. This grass-roots effort enabled Washington to overcome the mayor's unprecedented $10 million campaign fund.

Victory in the Democratic primary is normally tantamount to election in Chicago, which has not elected a Republican mayor in more than half a century. Washington's Republican opponent in the April 12 general election is a white former state representative named Bernard Epton.

However, Washington's lack of white support in the primary has raised concern that white crossover voting might result in a serious Republican challenge. An exit poll conducted by WMAQ-TV in Chicago found that Washington received only 6 percent of the white vote and 13 percent of the Hispanic vote in the primary. Jews, liberals, and college graduates were the only subcategories of white voters giving him as much as 10 percent of the vote.

Some late race-baiting by the Byrne forces may well have cost the incumbent her reelection. Just days before the election, Cook County Democratic Chairman Ed Vrdolyak exhorted a gathering of precinct captains to turn out the vote to prevent a Washington victory, saying, "It's a racial thing. Don't kid yourself. I'm calling on you to save your city, to save your precinct. We're fighting to keep the city the way it is."

Vrdolyak's comments were reported widely in the press and fueled a crusade-like atmosphere in the black community on the eve of the vote. His comments appear to have cost Byrne support, particularly among two key blocs of voters: elderly black women, many of whom were undecided until late in the campaign, and white liberals.

Joint Center Appoints New Board Member

The Joint Center announced last month that William B. Boyd, president of the Johnson Foundation, has been appointed to its board of governors. Dr. Boyd, who holds a doctorate from the University of Pennsylvania, has served as president of Central Michigan University and the University of Oregon, Eugene.

PTI Conference for Black Public Administrators

Public Technology, Inc., a national, nonprofit membership organization of cities and counties in the United States and Canada, is sponsoring a "Forum for Black Public Administrators" at the Marriott Hotel in Fort Lauderdale, April 13-15. PTI's mission is technology development and transfer for local governments. The conference will focus on the unique pressures now facing black city and county administrators as a result of the changing economic, technological, and social balance. Workshops will be held on such subjects as the alienated executive, technology and management, and black women in management.

Cosponsors of the conference include the Congressional Black Caucus, the National Black Caucus of State Legislators, and the National Conference of Black Mayors. Participants are expected to include black city and county managers, assistant city managers, and other public officials.

For additional information, contact Mr. Lawson, vice-president, Public Technology, Inc., 1301 Pennsylvania Ave., NW, Washington, DC 20004; (202) 626-2417.

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1301 Pa. Ave., N.W., Suite 400
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