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SPEECH BY: ATTORNEY GENERAL ROBERT MORGAN
To: SEMINAR ON MINORITY HIRING
RALEIGH, NORTH CAROLINA
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TO THOSE OF YOU WHO ACCEPTED THE INVITATION TO ATTEND THIS SEMINAR THAT STARTS TOMORROW, LET ME EXTEND A WARM WELCOME AND MY SINCERE THANKS FOR YOUR PRESENCE.

THE EFFORT TO SEEK OUT AND RECRUIT MEMBERS OF MINORITY GROUPS FOR LAW ENFORCEMENT IS NOW RECOGNIZED AS DESIRABLE AND SENSIBLE, EVEN IN THOSE PARTS OF THE NATION WHERE THE PROGRAM WAS SLOWEST TO TAKE HOLD.

WE KNOW HERE IN NORTH CAROLINA, AND I AM SURE YOU CHIEFS WHO ADMINISTER LAW ENFORCEMENT IN OUR PRINCIPAL CITIES KNOW THAT THE TIME HAS GONE BY WHEN ONLY MEMBERS OF THE MAJORITY RACE WERE REGARDED AS SUITABLE PERSONS TO ENFORCE OUR LAWS.

AS SOMEONE HAS PUT IT, "THE POLICE ARE THE PEOPLE AND THE PEOPLE ARE THE POLICE." YOU'LL NOTICE THEY SAID THE PEOPLE, NOT JUST A CERTAIN PART OF THE PEOPLE.

7

NOW I KNOW THAT DR. WHITT AND OUR OTHER DISTINGUISHED GUESTS WHO ARE SPECIALISTS IN THIS FIELD WILL BE GOING INTO DETAILS WITH YOU ON THE MOST EFFECTIVE WAY TO RECRUIT IN THE MINORITIES AND WOMEN'S GROUPS.

I HOPE AND EXPECT THAT DURING TOMORROW'S SEMINAR YOU WILL GET BETTER ACQUAINTED WITH RECRUITING TECHNIQUES AND ALSO LEARN HOW TO GET THE MAXIMUM ADVANTAGE FROM THE PEOPLE YOU ARE ABLE TO EMPLOY.

TONIGHT I WOULD LIKE TO TALK FOR AWHILE ABOUT THE PRESENT ATTITUDE OF STATE GOVERNMENT, AND MORE EXPRESSLY THE DEPARTMENT OF JUSTICE, AND HOW WE FEEL ABOUT THE NECESSITY FOR UTILIZING BLACKS AND OTHER MINORITIES IN LAW ENFORCEMENT WORK AND ABOUT LAW ENFORCEMENT WORK IN GENERAL.

IT IS OUR BELIEF THAT THERE SHOULD BE AN OPEN ACCEPTANCE OF MEMBERS OF MINORITY GROUPS AND THAT THEY SHOULD BE SUBJECT TO THE SAME STANDARDS AND REQUIREMENTS THAT ARE APPLIED TO ALL APPLICANTS.

AND THERE SHOULD BE NO BARRIERS PLACED IN ANYONE'S WAY IN HIRING PRACTICES, NO MATTER HIS COLOR OR HIS CREED OR HIS RELIGION.

EVERY QUALIFIED CITIZEN SHOULD HAVE AN EQUAL OPPORTUNITY UNDER STANDARD MINIMUMS THAT ARE FAIRLY ADMINISTERED.

NOT ONLY IS THIS POLICY JUST AND FAIR, IT ALSO MAKES GOOD SENSE.

POLICE DEPARTMENTS ALL OVER THE NATION HAVE FOUND IT IS TO THEIR ADVANTAGE TO HAVE BLACK POLICE OFFICERS IN COMMUNITIES WHICH HAVE LARGE NUMBERS OF BLACK RESIDENTS. IN SOME SECTIONS OF THE NATION, THE SAME SITUATION APPLIES TO MEXICAN-AMERICANS.

THERE ARE CASES TO DOCUMENT THESE ADVANTAGES.

IN 1968, FOR INSTANCE, WHEN THERE WERE RIOTS IN DETROIT, THE NATIONAL ADVISORY COMMISSION ON CIVIL DISORDERS FOUND THAT INTEGRATED NATIONAL GUARD TROOPS WERE MORE EFFECTIVE THAN LESS INTEGRATED TROOPS.

IN ADDITION, THE FEDERAL COURTS HAVE TAKEN A FIRM POSITION IN THE MATTER OF MINORITY HIRING.

IN A SUIT BROUGHT AGAINST THE CITY OF MINNEAPOLIS, MINNESOTA, THE CITY'S HIRING PROCEDURES WERE FOUND TO BE DISCRIMATORY BY THE EIGHTH DISTRICT COURT OF APPEALS. A SIMILAR DECISION WAS HANDED DOWN AGAINST THE CITY OF PHILADELPHIA.

IN THE MINNEAPOLIS CASE, THE COURT ESTABLISHED HIRING QUOTAS UNTIL THE CITY HAD HIRED AT LEAST 20 MEMBERS OF MINORITY GROUPS.

IN ANOTHER CASE, A SUIT THAT ATTACKED THE PROMOTION AND ASSIGNMENT POLICIES OF THE CITY OF MOBILE, ALABAMA, THE FEDERAL COURT ORDERED THE CITY TO DEVELOP A MINORITY RECRUITMENT PROGRAM AND TO ADVERTISE ITSELF AS AN EQUAL OPPORTUNITY EMPLOYER. IT DID

THIS EVEN THOUGH EMPLOYMENT DISCRIMINATION WAS NOT AN ISSUE IN THE ORIGINAL SUIT.

ISN'T IT FAR WISER FOR A CITY TO ESTABLISH AN AGGRESSIVE RECRUITMENT PROGRAM ON ITS OWN THAN TO BE FORCED INTO IT BY A UNITED STATES COURT?

IF THIS PATH IS FOLLOWED, THEN THE PRIMARY EMPHASIS CAN BE PLACED ON HIRING THE BEST QUALIFIED PEOPLE, RATHER THAN HAVING TO ACCEPT SOMEONE LESS SUITABLE IN ORDER TO MEET A COURT-IMPOSED QUOTA.

SO I BELIEVE WE CAN SIMPLY SHED ANY OLD PREJUDICES WE MAY HAVE HAD AND ACCEPT THE FACT THAT OUR POLICE FORCES ARE GOING TO BE INTEGRATED FORCES AND THAT THIS IS NOT ONLY SO BUT DESIRABLE AS WELL.

AND WHEN YOU CONVENE FOR YOUR SEMINAR TOMORROW, I AM SURE YOU WILL BE GIVEN VALUABLE INFORMATION HOW TO USE THIS SITUATION TO ADVANTAGE IN YOUR OWN HIRING PRACTICES BACK HOME.

YOU KNOW, LAW ENFORCEMENT HAS MADE GREAT STRIDES IN NORTH CAROLINA DURING THE PAST FEW YEARS AND I AM PROUD THAT THE DEPARTMENT OF JUSTICE, WHERE I HAVE SERVED DURING THE PAST SIX YEARS AS ATTORNEY GENERAL, HAS HAD A HAND IN THIS IMPROVEMENT.

AND WE HAVE BEEN DEEPLY APPRECIATIVE OF THE COOPERATION THAT WE HAVE RECEIVED FROM PEOPLE SUCH AS YOU WHO HEAD LAW ENFORCEMENT AGENCIES THROUGHOUT THE STATE.

SIX YEARS AGO, WHEN I BECAME ATTORNEY GENERAL, THE STATE'S BUREAU OF INVESTIGATION WAS AN ORGANIZATION THAT WORKED VALIANTLY, BUT WHICH WAS HANDICAPPED BY A LIMITED BUDGET, LIMITED PERSONNEL AND LIMITED LEGISLATIVE AND PUBLIC SUPPORT.

IN THE 1968-69 FISCAL YEAR, THE BUREAU HAD AN OVERALL BUDGET OF \$703,000. THAT YEAR WE HAD 47 FIELD AGENTS AND 23 LABORATORY PERSONNEL.

DURING THIS FISCAL YEAR, SIX YEARS LATER, THE BUREAU HAS GROWN TO 146 FIELD AGENTS AND 117 LABORATORY PERSONNEL. THE CURRENT BUDGET IS \$5.9 MILLION.

EVEN SO, WE FIND OUR RESOURCES LIMITED BECAUSE OF THE INFLUX OF ORGANIZED CRIME INTO OUR AREA AND, WITH A GROWING POPULATION, MORE CRIMINAL ACTS.

LAST YEAR, FOR EXAMPLE, THE NUMBER OF BANK ROBBERIES IN THE STATE SET A NEW RECORD.

WE HAVE INCREASED THE NUMBER OF AGENTS DEALING IN THE AREA OF ORGANIZED CRIME FROM TWO IN 1969 TO 30 AGENTS TODAY, HELPED BY FEDERAL FUNDS THIS YEAR.

WE'VE TAKEN OTHER STEPS BESIDES INCREASING THE NUMBER OF AGENTS AND THE BUDGET. WE HAVE UPGRADED THE MINIMUM QUALIFICATIONS FOR AGENTS AND INCREASED THE EMPHASIS ON THEIR INTERNAL TRAINING.

TO MEET OUR NEEDS, WE OBTAINED LEGISLATIVE AUTHORITY TO CREATE THE POLICE INFORMATION NETWORK WITHIN THE DEPARTMENT OF JUSTICE. BACK AS FAR AS THE EARLY SIXTIES, VARIOUS LAW ENFORCEMENT GROUPS AND AGENCIES IN THE STATE MADE EFFORTS TO IMPROVE THE SYSTEM OF COLLECTING AND SHARING INFORMATION.

BY 1962, PLANS FOR CREATION OF A RAPID INFORMATION RETRIEVAL SYSTEM HAD BEEN FORMULATED. BUT IT WASN'T UNTIL 1968, THROUGH EFFORTS OF THE POLICE EXECUTIVES ASSOCIATION, THE SHERIFFS' ASSOCIATION AND THE GOVERNOR'S COMMITTEE ON LAW AND ORDER, THAT ACTIVE EFFORTS WERE MADE TO USE COMPUTER TECHNOLOGY TO FIGHT CRIME.

IN 1968, FOLLOWING AN EXTENSIVE SURVEY STRESSING THE NEED FOR A COMPUTER SYSTEM, A REPORT WAS FILED BY THE GOVERNOR'S LAW AND ORDER COMMITTEE THAT BECAME THE BASIS FOR RECOMMENDING THE POLICE INFORMATION NETWORK. A YEAR LATER, THE GENERAL ASSEMBLY PASSED LEGISLATION CREATING THE NETWORK AND PLACED IN THE JUSTICE DEPARTMENT.

IN THE LEGISLATION THAT CREATED IT, THE POLICE NETWORK WAS AUTHORIZED TO COLLECT AND CORRELATE INFORMATION IN CRIMINAL LAW ADMINISTRATION, TO MAINTAIN CONTROLLED ACCESS TO INFORMATION THAT WOULD ASSIST ENFORCEMENT PERSONNEL IN PERFORMING THEIR DUTIES AND TO MAKE STUDIES, ANALYSES AND COMPARISONS OF THE INFORMATION COLLECTED.

IN NOVEMBER, 1969, THE STAFF WAS THE NETWORK DIRECTOR AND ONE OTHER PERSON AND THAT WAS ALL. THERE WERE NO TERMINALS IN USE AT THAT TIME.

BY AUGUST, 1971, THERE WERE 21 EMPLOYEES AND 67 TERMINALS IN OPERATION. TODAY, THERE ARE 46 EMPLOYEES AND 201 TERMINALS AND WE HOPE THAT BY JUNE OF NEXT YEAR WE WILL HAVE THE FINAL 49 TERMINALS INSTALLED AND IN USE, BRINGING THE TOTAL TO 250, LOCATED IN POLICE

AND SHERIFFS' DEPARTMENTS ACROSS THE STATE.

IT BEGAN, IN 1969, WITH A MODEST \$46,000 BUDGET. THIS YEAR THE BUDGET IS \$1.7 MILLION AND WE HAVE THE CAPABILITY OF DELIVERING INFORMATION INSTANTLY TO AUTHORIZED PERSONNEL THROUGH THE STATE.

WE'VE BEEN FORTUNATE IN NORTH CAROLINA TO HAVE AN UNDERSTANDING GENERAL ASSEMBLY THAT HAS RECOGNIZED OFFICERS' NEEDS AND THE NEEDS OF OUR LAW ENFORCEMENT INSTITUTIONS.

THE GENERAL ASSEMBLY UNDERSTOOD WHEN WE ASKED FOR THE NORTH CAROLINA TRAINING AND STANDARDS COUNCIL.

THEY UNDERSTOOD AND RECOGNIZED THE NECESSITY FOR ESTABLISHING MINIMUM ADMISSION AND TRAINING STANDARDS FOR ALL CRIMINAL JUSTICE PERSONNEL.

THEY UNDERSTOOD THERE WAS A NEED FOR MINIMUM SALARIES FOR LAW ENFORCEMENT PERSONNEL, FOR ONLY WITH FAIR SALARIES CAN YOU GET THE KIND OF PEOPLE YOU MUST HAVE AND INSIST UPON MINIMUM TRAINING STANDARDS FOR LOCAL OFFICERS.

TODAY WE'VE MADE THAT FIRST STEP AND THE GENERAL ASSEMBLY HAS GIVEN STATE FUNDS TO ASSIST LOCAL GOVERNMENTS SO THAT A LOCAL LAW OFFICER HAS A \$6,000 A YEAR AVERAGE MINIMUM. RETIREMENT AND DEATH BENEFITS HAVE BEEN SUBSTANTIALLY INCREASED.

OUR MOST RECENT ACTION IN NORTH CAROLINA WAS ANOTHER FIRST STEP, BUT WE THINK A SIGNIFICANT ONE.

THIS IS THE CREATION OF THE CRIMINAL JUSTICE ACADEMY AT SALEMBURG, NORTH CAROLINA, WHERE WE HAVE TAKEN OVER THE CAMPUS OF A PRIVATE COLLEGE THAT IS NO LONGER BEING OPERATED. THE ACADEMY WILL OPEN THIS FALL WITH A POLICE TRAINING CURRICULUM.

AS ATTORNEY GENERAL, I AM ALSO CHAIRMAN OF THE COUNCIL THAT WILL SET POLICIES FOR THE ACADEMY, AND I AM WORKING TO INSURE THAT THE ACADEMY WILL HAVE THE CAPABILITY TO PROVIDE THE TRAINING THAT IS REQUIRED OF LAW ENFORCEMENT OFFICERS TODAY.

DURING THE LAST SESSION OF THE GENERAL ASSEMBLY, AN APPROPRIATION WAS APPROVED FOR \$1 MILLION FOR DORMITORY CONSTRUCTION ON THE ACADEMY CAMPUS.

IT'S IMPORTANT, I BELIEVE, TO RECOGNIZE THAT THE PEOPLE INVOLVED WITH LAW ENFORCEMENT MUST HAVE PUBLIC SUPPORT IF THEY ARE TO BE EFFECTIVE AND DO THEIR JOBS WELL. IN THIS STATE, THE GENERAL ASSEMBLY HAS SUPPORTED OUR EFFORTS AND HAS MADE SUBSTANTIAL FINANCIAL COMMITMENTS TO ASSIST US.

BUT IN ORDER TO MAINTAIN THAT SUPPORT, OFFICERS MUST BE RESPONSIVE TO THE PUBLIC.

THE POLICE INFORMATION NETWORK HAS TO BE RESPONSIVE TO THE INFORMATION NEEDS OF OFFICERS THROUGHOUT THE STATE.

THE BUREAU OF INVESTIGATION, OUR STATEWIDE INVESTIGATIVE AGENCY, MUST BE RESPONSIVE TO LOCAL OFFICIALS ON INVITATION OR REQUEST. AND IT MUST BE AT ALL TIMES AVAILABLE TO HELP.

AND THE COOPERATION OF YOU PEOPLE WHO ARE DIRECTLY INVOLVED IN ENFORCEMENT AT THE CITY OR COUNTY LEVEL IS NECESSARY TO GET MAXIMUM RESULTS FROM OUR EFFORTS.

I HOPE IN THE FUTURE THIS COOPERATION WILL CONTINUE AND GROW AND I AM CONFIDENT THAT IT WILL. IT HAS TOO MUCH MOMENTUM AND MEANS TOO MUCH TO ALL OF US TO FALTER.

IN THE MATTER OF EXPANDING OUR EFFORTS IN THE RECRUITMENT OF MINORITIES AND WOMEN, THE STATE DEPARTMENT OF HUMAN RELATIONS HAS APPLIED FOR A FEDERAL GRANT OF SOME \$97,000 TO ASSIST THIS EFFORT ON A STATEWIDE BASIS.

THIS AGENCY IS HEADED BY MR. FRED COOPER, WHOM I AM SURE MANY OF YOU KNOW. HE WANTS TO GET MORE INVOLVED AND IN A MORE DIRECT WAY IN THIS EFFORT.

WHETHER THIS PARTICULAR PROJECT IS SUCCESSFUL, HOWEVER, WILL NOT STOP THE DRIVE TO BRING MORE MINORITY MEMBERS INTO OUR ENFORCEMENT AGENCIES.

SINCE I HAVE BEEN ATTORNEY GENERAL, I HAVE PLACED ATTORNEYS, SBI AGENTS, STENOGRAPHERS AND CLERKS IN THE DEPARTMENT OF JUSTICE. ALL THAT I ASKED WAS WERE THEY QUALIFIED AND COULD THEY DO THE JOB.

I HAVE FOUND OUT IT WORKS JUST FINE.