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SPEECH BY ATTORNEY GENERAL ROBERT MORGAN  
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ROYAL VILLA MOTOR INN  
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I am pleased to be here at the beginning of this Seminar on Minority Recruitment and to see so many law enforcement agencies represented. Your presence is an indication of your interest in providing opportunities within law enforcement for qualified people of all races. Indeed, I believe that law enforcement in North Carolina is already providing leadership in employment opportunities for all citizens.

Our efforts in agencies across the state have adhered to the principle that "the police are the people and the people are the police." There has been in recent years increased emphasis on the recruitment and hiring of qualified blacks as officers. They have been qualified and they have served well. The emphasis in recruitment, however, must be continued.

I do not believe that there is any reason to elaborate to any great detail on the need for minority group members as officers. The President's Commission on Law Enforcement and Administration of Justice stated the importance of minority group officers. It pointed out that

I emphasize the need for aggressive recruitment programs to attract qualified applicants from all groups. The primary consideration in the hiring of officers should be given to getting the best qualified candidates available. The recruitment program should be geared to attract qualified applicants from particular minority groups if necessary. If recruitment programs fail in this regard, then perhaps there is a need for new approaches toward attracting applicants. The selection procedures should remain the same.

We have come a long way in the last few years in establishing admission and training standards for criminal justice personnel in North Carolina. The Training and Standards Council under the leadership of Sheriff Malcolm McLeod and John Faircloth has done a great deal in developing a meaningful program. We can be proud of the progress to this point and certainly the Council's efforts to upgrade and improve the law enforcement profession must continue. A strong standards program must be maintained.

Such a program, of course, does not and will not preclude the hiring of any qualified applicant. But some in minority groups who are qualified may not apply unless they are sought out and encouraged to do so. I would urge sending out recruiters to make contact with community leaders as well as individuals to talk about the work of

the department and about career opportunities. There is need to put law enforcement in a positive light, to talk about the service to be done and the opportunities to help others.

The profession of law enforcement, of course, must be attractive to qualified applicants. We have made some progress in recent years in improving career opportunities for officers. The retirement program has been strengthened. The minimum salary program, under the direction of Mr. John Baker, has been a big help in improving opportunities for careers. These efforts must be continued and improved in the years ahead. Every effort must be made to attract and keep the best possible people in law enforcement.

Basically my thoughts tonight have paralleled those of the National Advisory Commission on Criminal Justice Standards and Goals on Minority Recruiting. I believe that the standards deserve the careful consideration of us all. Each of us should act immediately to insure that our agency or department "presents no artificial or arbitrary barriers—cultural or institutional — to discourage qualified individuals from seeking employment or from being employed as officers."

Again, I appreciate your being here for the seminar. I am certain that each of you will have something to contribute and that together we can continue the progress made in minority group involvement in law enforcement.