14th ANNUAL REPORT
Ohio Civil Rights Commission
1972-73

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Hon. John J. Gilligan, Governor
Hon. Theodore M. Gray, President Pro Tem, Ohio Senate
Hon. A. G. Lancione, Speaker, Ohio House of Representatives

Dear Sirs:

It is with a measure of accomplishment that I present to you the annual report of the Ohio Civil Rights Commission for fiscal 1973.

In it you will see reflected the upswing in Commission activity as a result of the Controlling Board emergency grant in December 1972 as well as the more efficient techniques for investigation and compliance adopted by the Commission during the year.

The Civil Rights Commission confronted a record number of allegations of unlawful discrimination during this year, a 50 per cent increase over the previous period. Despite this increase, our output kept pace. We reduced our backlog significantly.

The Commission is grateful for the pronounced increase in funding for the next biennium. We view it as a vote of confidence in our ability to carry out our mandate of enforcing the laws against discrimination. We anticipate with great commitment the expanded jurisdiction over sex discrimination.

The job of protecting a citizenry's civil rights goes to the very core of a democracy. The Ohio Civil Rights Commission is confident it can do that job.

We ask your continued support.

Sincerely,

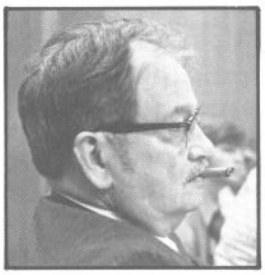
James M. Friedman
Chairman

OHIO CIVIL RIGHTS COMMISSION

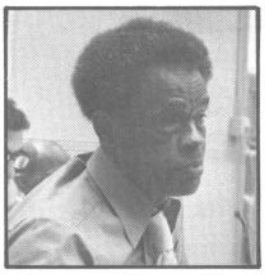
John J. Gilligan, Governor

JAMES M. FRIEDMAN
Chairman
1972-77

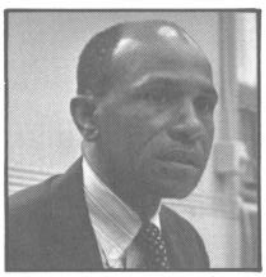
DAVID D. WHITE
1968-73



CLINGAN JACKSON
1970-75



SAMUEL WRIGHT
1971-76



J. FRANK TROY
1969-74

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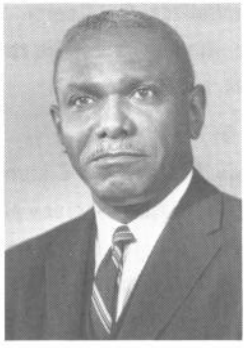
FOREWORD

There does come a time in the affairs of men, governments and agencies thereof, when people needs are brought into sharpest focus and good conscience prevails amongst those elected ministers of the well being of all the people. Historically, such times rarely occur with suddenness. They are usually gradual and subtly evolutionary —rather than revolutionary in the strictest sense. It is of small consequence to here set forth in chronological sequence the frustrating occurrences that were imposed upon an agency by a legislated mandate to not only administer but also enforce the prohibition against discrimination in matters of employment, housing and access to places of public accommodation, where based upon race, color, religion, national origin or ancestry. This page has annually failed to escape certain excerpts, reminiscent of a "wailing wall." We know the wailing to have been sincere and entirely valid. We believe it may, in small part, have been contributory to the development of an empathetic conscience that, in this current fiscal year, responded most realistically to agency and people needs. Under no mental circumstance should the above statement be construed as a denigration of those persons in the past who were not tremendously receptive to what the agency saw as valid and obligatory essentials, in terms of enforcement capability. Records of identical agencies nationwide are replete with identical experiences.



It is perhaps paradoxical that fourteen is the identical number of years that were required to enact civil rights legislation in this great State of Ohio (1945-1959) and fourteen more years (1959-1973) to adequately equip the legislatively established agency with the muscle to handle the serious problems which led to its creation. The burden of providing a delivery system of service commensurate to the current and immediately anticipated demands may now be properly assumed by the agency. Anticipated needs were primarily based upon a budgeted estimate of a half million dollars to be placed in escrow pending the legislated inclusion of sex as a prohibited basis for discrimination in matters of employment, housing or access to places of public accommodation.

Progress in the eradication of illegal discrimination in Ohio has been substantial. Some indication thereof may be found elsewhere in this report. The significance of that progress, unfortunately may best be portrayed only by contrasting it against similar reports of fourteen years ago. With the hopeful advent of equal opportunity for overly denied females we shall be called upon to develop new and more effective methods and techniques. The agency should not, nor will it, be permitted the privilege of relaxing into an aura of comfort that occasionally accompanies a hard won victory. I would humbly plead witness to the struggle. To those whom we serve—the people of Ohio—shall the benefits accrue. Accountability is the reckoned influence.

ELLIS L. ROSS
EXECUTIVE DIRECTOR

YEAR IN REVIEW

The 1972-73 year was a watershed for the Ohio Civil Rights Commission. It was the year the Commission began to build the capacity—the money-power and the manpower—for aggressive enforcement of Ohio's laws against discrimination.

It was a year of record caseload—2,491 new charges of unlawful discrimination, compared to 1,658 the previous year. With 1,934 cases carried over from 1971-72, the actual caseload reached an unprecedented 4,425 charges.

Early in the fiscal period, the Commission realized that effective enforcement was impossible without additional funding. Presenting its case to the State Controlling Board in December 1972, the Commission was granted a six-month emergency appropriation of some $211,000. The staff of investigators was increased from 28 to 52. The number of investigations increased, and by the end of the fiscal year, 2,895 cases had been processed, compared to 1,528 the previous year.

1972-73 was also the year the Commission tackled major cases of public employment—teacher assignments in the Columbus schools, hiring practices in the City of Euclid, recruiting procedures in the Cincinnati Fire Department. While resolution of these cases were still pending at the end of the fiscal year, the results were expected to have far-reaching ramifications for public employers throughout Ohio.

It was the year a commitment for adequate funding of the Commission was fulfilled. On June 29, 1973, as the fiscal period was ending, Gov. John J. Gilligan signed a state budget for the next two years which contained a $4.6 million state appropriation for the Civil Rights Commission. The amount was triple the previous funding.

It was also a year of greater visibility. Moving some of the regular Commission meetings out of Columbus—to Cincinnati, Akron and Toledo—permitted Commissioners and staff members to make personal contact with urban leaders and community-based civil rights groups.

The Commission encouraged public attendance at its meetings within the framework of the law. Resulting news coverage brought increased public awareness of the Commission's activities. A dozen special radio and television programs on the work of the Commission were carried on stations throughout the state.

It was a year of stepped-up investigations of large-scale, systemic discrimination. These investigations, in connection with a grant from the Equal Employment Opportunity Commission as well as those initiated by the Commission, brought the Commission into Ohio businesses employing some 80,000 persons overall.

It was a year the Commission adopted guidelines for monetary awards to compensate victims of unlawful discrimination. These awards implement the Commission's belief that discrimination on the basis of race, color, religion, national origin or ancestry is, above all, a violation of the law. Those who break the law must be penalized. It also symbolizes the Commission's claim that unlawful discrimination can be reduced by making it expensive to practice.

In sum, it was a year of renewed vigor for the Ohio Civil Rights Commission and a year marked by the setting of many new standards for effective, efficient enforcement of Ohio's laws against discrimination.

SUMMARY OF CASES PROCESSED

	Employment	Housing	Public Accomm.	TOTAL
Charges Received	2233	173	85	2491
Brought Forward	1573	251	110	1934
IN PROCESS				
Under Investigation	950	80	37	1067
Unassigned Cases	463	—	—	463

DISPOSITION	Employment	Housing	Public Accomm.	TOTAL
Total Processed	2393	344	158	2895
Conciliated				
a) Under Review	108	44	16	168
b) Case Closed	232	76	30	338
In Conciliation	123	25	10	158
Pending Public Hearing	130	35	15	180
Hearings Held	7	5	5	17
Resolved after Public Hearing	9	19	4	32
In Judicial Review	—	21	10	31
No Jurisdiction	24	—	1	25
No Probable Cause	1172	68	46	1286
Charge Withdrawn	133	18	4	155
Other Reasons	*455	33	17	505

*This figure includes 425 cases reviewed by the Commission and referred to EEOC for final disposition.

CASELOAD

Complaints of unlawful discrimination in employment, housing and public accommodations were brought to the Civil Rights Commission in record numbers during the 1972-73 year. There were 2,491 new charges filed for the 12-month period, compared to 1,658 the previous year, a 50 per cent increase.

Added to the workload were 1,934 cases in process from the 1971-72 reporting period, for a total file of 4,425 charges.

Following the normal pattern, the overwhelming percentage of new cases related to employment discrimination. Of the 2,491 new charges, 2,233 or 89.6 per cent, were complaints of employment discrimination. There were 173 charges of fair housing violations for 7 per cent of the caseload and 85 charges of discrimination in public accommodations for 3.4 per cent of the total.

Cases of racial discrimination against black persons continued to account for more than 90 per cent of the cases before the Commission. Of the new cases filed, there were also 66 complaints of "reverse discrimination" by white persons, 94 complaints of discrimination based on national origin or ancestry, and 54 cases of religious discrimination.

All tolled, the 4,425-charge caseload indicated the following breakdown: Complaints based on race, 93.8 per cent; religion, 2.6 per cent; ancestry or national origin, 3.4 per cent.

Investigations of unlawful discrimination are conducted by Commission staff members assigned to five regional offices. The largest caseload was that of the Northeast Region in Cleveland which faced 1,605 charges in 1972-73. Second in size was the Southwest office in Cincinnati with 1,029 cases. The Southeast office in Columbus had 836 cases; the South Northeast office in Akron had 505 cases, and the Northwest office in Toledo had 450 cases.

Expansion of the number of field investigators during the year enabled the Commission to drastically reduce its backlog of unassigned cases. Despite a 50 per cent increase in new cases, there were only 463 unassigned cases at the end of the fiscal period, compared to 914 last year.

The agency also received a large number of cases which it considered invalid, that is, cases not subject to Commission finding because they did not fall under the categories of discrimination on the basis of race, color, religion, national origin or ancestry. Or, in some cases, they did not fall into the areas of employment, housing or public accommodations. Many times, an investigation must be conducted before it is determined that a charge is invalid.

There were also some instances in which potential complainants failed to provide signed affidavits on the charges. These, too, must be considered invalid charges.

During the 1972-73 year, a total of 1,767 invalid charges were brought to the Commission.

BASIS OF COMPLAINTS OF ALLEGED DISCRIMINATION

BASIS	CLEVELAND OFFICE	AKRON OFFICE	TOLEDO OFFICE	COLUMBUS OFFICE	CINCINNATI OFFICE	TOTAL	PER CENT
All Cases	1605	505	450	836	1029	4425*	100.0
Race & Color	1547	472	380	764	988	4151	93.8
Religion	33	15	13	34	18	113	2.6
Ancestry	7	1	18	22	16	64	1.4
National Origin	18	17	31	16	7	89	2.0
Other			8			8	.2
Employment	1396	449	366	694	901	3806	100.0
Race & Color	1346	419	306	632	870	3573	93.9
Religion	25	12	8	29	11	85	2.2
Ancestry	7	1	16	18	16	58	1.5
National Origin	18	17	28	15	4	82	2.2
Other			8			8	0.2
Housing	141	42	57	107	77	424	100.0
Race & Color	133	39	49	99	71	391	92.2
Religion	8	3	5	5	6	27	6.4
Ancestry				3		3	0.7
National Origin			3			3	0.7
Public Accommodations	68	14	27	35	51	195	100.0
Race & Color	68	14	25	33	47	187	95.9
Religion					1	1	0.5
Ancestry			2	1		3	1.5
National Origin				1	3	4	2.1

*Includes 1934 cases brought forward from previous fiscal year.

EMPLOYMENT

Job bias—in recruiting, hiring, working conditions or employee discharge—is the largest single problem in civil rights enforcement. Of the new charges filed during 1972-73, 2,233 or nearly 90 per cent were allegations of employment discrimination.

With 1,573 employment cases carried over from the previous year, the Commission faced a total employment caseload of 3,806 charges. During the 12-month period, the Commission processed 2,393 employment cases, 950 were under investigation at the close of the year and 463 were awaiting assignment.

One of the techniques employed by the Commission this year to expedite charges stemming from job dismissals was the "discharge packet," a mechanism based upon written questionnaires from complainant and respondent. By comparing the responses from the employee and the employer, the investigator can usually make a quick determination of the areas of conflict and attempt to resolve them. There are advantages to both complainant and respondent in this speed-up process. The Commission can get to the issues of the case faster. If there is a finding of "probable cause," the complainant can get his job back faster and the respondent's liability for back-pay is reduced. If there is no probable cause, the case can be dismissed faster.

The Commission deals with the many other facets of employment discrimination in two ways. First, is the so-called case-by-case basis. This procedure relates predominantly to individual charges of a specific act of discrimination. The Commission investigates the complaint and seeks a remedy that brings compliance with the law as well as relief to the individual complainant.

But the greatest impact against job discrimination comes as a result of the Commission's large-scale "systemic" investigations. These are investigations of policies or practices followed by a business or industry which tend to discriminate against minority groups. It may be the recruiting practices or the screening program for potential employees or some other customary but illegal procedure in general use. The Commission conducts these investigations under special authority, granted by the legislature, to initiate its own investigations. This authority to self-initiate investigations is presently limited to the area of employment.

During the 1972-73 year, the Commission initiated 48 large-scale investigations of employment discrimination.

In addition to those cases stemming from the Commission's own charges, there are also systemic investigations conducted under a grant from the federal Equal Employment Opportunity Commission. There were 26 active cases in the EEOC Project during 1972-73, covering Ohio employers of some 50,000 workers.

The "project" cases are part of the total caseload of EEOC charges deferred to the Ohio Commission for investigation. The EEOC defers to the state for 60 days those charges of employment discrimination which are filed with the federal agency's Ohio offices. In the 1972-73 period, the EEOC deferred 713 charges to the Commission, compared to 350 last year. One reason for the 103 per cent increase in deferrals was the opening of a new EEOC office in Cincinnati, augmenting the work of its Cleveland office.

CHARGES BY OCCUPATION

CLASSIFICATION	1971-72	1972-73	% INCREASE OR DECREASE
Skilled	250	285	+ 14.0
Semi-Skilled	827	2028	+145.2
Unskilled	994	859	— 13.6
Sales	60	103	+ 71.7
Office	161	245	+ 52.2
Professional and Technical	84	166	+ 97.6
Other	90	120	+ 33.3
Totals	2466	3806	+ 54.3

EMPLOYMENT CHARGES

BY INDUSTRY

CLASSIFICATION	1971-72	1972-73	% INCREASE OR DECREASE
Manufacturing	1327	2215	+ 66.9
Construction	259	105	— 59.5
Transportation and Utilities	96	188	+ 95.8
Wholesale and Retail Trade	126	307	+143.7
Finance, Insurance and Real Estate	57	81	+ 42.1
Service and Misc.	343	743	+116.6
City, County, State Government	138	82	— 40.6
Labor Organizations	120	85	— 29.2
Total	2466	3806	+ 54.3

DISPOSITION OF CASES

	1971-72	1972-73	% INCREASE OR DECREASE
Charges Received	1388	2233	+ 60.9
Brought Forward	1078	1573	+ 45.9
IN PROCESS			
Under Investigation	507	950	+ 87.4
Unassigned Cases	838	463	— 44.7
DISPOSITION			
Total Processed	1121	2393	+113.5
Conciliated			
Under Review	136	108	
Case Closed	76	232	
In Conciliation	13	123	
Pending Public Hearing	66	130	
Hearings Held	13	7	
Resolved after Public Hearing	5	9	
No Jurisdiction	2	24	
No Probable Cause	704	1172	
Charge Withdrawn	87	133	
Other Reasons	19	*455	

*This figure includes 425 cases reviewed by the Commission and referred to EEOC for final disposition.

HOUSING

Underlying Ohio's fair housing law is the belief that people can live wherever they can afford to live. When housing is denied because of a person's race, color, religion, national origin or ancestry, it is a violation of the laws against discrimination.

During fiscal 1972 - 73, the Commission received 173 complaints of housing discrimination. In addition, there were 251 housing cases under investigation or awaiting assignment from the previous period. More than 90 per cent of these cases were allegations of housing discrimination based on race and color. The complaints were related predominantly to rental property.

Voluntary compliance was obtained in 120 of the 424 cases. There were 105 charges under investigation at the end of the year and none awaiting assignment to an investigator. In 80 cases where conciliation efforts were unsuccessful, the Commission issued formal complaints and public hearings were held or pending at the end of the year. There were also 119 charges dismissed on "no probable cause" findings.

While the Commission still confronted a few cases of old-fashioned blockbusting, the more sophisticated technique of "steering" was uncovered in a number of housing investigations. This is a practice of directing minority group members to already integrated neighborhoods, rather than offering a free choice of available housing. The Commission met this new subtlety by adapting its housing conciliation agreement to prohibit such limited offerings to minority group home buyers.

In addition to its investigative work in housing, the Commission also screens proposals for housing projects to be subsidized by the Department of Housing and Urban Development. The sponsors, developers and contractors of a project are checked against the Commission's records to make sure that they have not been cited for violation of the fair housing laws. When a charge is indicated, the Commission may require a conference of the parties involved to resolve the problem. During the 1972-73 year, the Commission examined 175 H.U.D. housing proposals.

CASES BY TYPE OF ACCOMMODATION

CLASSIFICATION	1971-72	1972-73
Apartment	288	331
Vacant Lot	8	27
House	78	62
Other	15	4
TOTAL	389	424

CASES BY TYPE OF RESPONDENT

CLASSIFICATION	1971-72	1972-73
Owner	199	265
Real Estate Management	144	118
Broker	38	15
Other	8	26
TOTAL	389	424

Both charts include cases carried over from previous Reporting Periods.

DISPOSITION OF CASES

	1971-72	1972-73	% INCREASE OR DECREASE
Charges Received	206	173	—16.0
Brought Forward	183	251	+37.2
IN PROCESS			
Under Investigation	82	80	— 2.4
Unassigned Cases	16	—	
DISPOSITION			
Total Processed	291	344	+18.2
Conciliated			
Under Review	75	44	
Case Closed	44	76	
In Conciliation	8	25	
Pending Public Hearing	52	35	
Hearings Held	6	5	
Resolved after Public Hearing	1	19	
In Judicial Review	12	21	
No Jurisdiction	—	—	
No Probable Cause	71	68	
Charges Withdrawn	14	18	
Other Reasons	8	33	

PUBLIC ACCOMMODATIONS

Ohio's public accommodations law says that goods or services in a public place cannot be refused on the basis of race, color, religion, national origin or ancestry.

The law covers such facilities as hotels, restaurants, recreation establishments, transportation, retail stores, barber shops, hospitals and the like.

There were 85 new charges of alleged discrimination in public accommodations filed with the Civil Rights Commission during 1972-73. In addition, there were 110 cases pending from the previous period for a total caseload of 195. Practically all of the charges, 95.9 per cent, were based on race and color.

The Commission processed 138 cases during the year and 37 were under investigation at the close of the reporting period. None was awaiting assignment.

The number of new charges filed for the 1972-73 period showed a 32 per cent increase over the 1971-72 fiscal year. The big increase was in the category of lodging under which the Commission considers trailer parks. Charges also increased in the food and beverage service category.

Charges filed against public accommodations offering personal services and against retail stores more than doubled.

In comparison with the previous year, 1972-73 showed a reduction in cases against recreation and transportation facilities.

CHARGES BY TYPE OF SERVICE

CLASSIFICATION	1971-72	1972-73
Lodging Services	17	25
Food & Beverage Service	28	32
Recreation	46	34
Transportation	8	6
Personal Services	29	63
Retail Stores	7	18
Others	31	17
TOTAL	166	195

PUBLIC ACCOMMODATIONS

DISPOSITION OF CASES

	1971-72	1972-73	% INCREASE OR DECREASE
Charges Received	64	85	+32.8
Brought Forward	102	110	+ 7.8
IN PROCESS			
Under Investigation	26	37	+42.3
Unassigned Cases	24	—	—
DISPOSITION			
Total Processed	116	158	+36.2
Conciliated			
Under Review	29	16	
Case Closed	11	30	
In Conciliation	—	10	
Pending Public Hearing	23	15	
Hearings Held	—	5	
Resolved after Public Hearing	—	4	
In Judicial Review	8	10	
No Jurisdiction	2	1	
No Probable Cause	36	46	
Charge Withdrawn	2	4	
Other Reasons	5	17	

COMPLIANCE

The compliance work of the Civil Rights Commission is directed toward remedying unlawful discriminatory practices uncovered in the course of an investigation.

It involves the development of agreements and orders designed to bring respondents' employment, housing or service practices into conformity with the laws against discrimination.

In some cases, the agreement between the Commission and the respondent may be a simple one, requiring the respondent to guarantee adherence to the principles of non-discrimination and provide relief for the individual complainant.

Other cases may require more substantial agreements, such as changes in hiring and recruitment practices, changes in upgrading policies, development of an affirmative action file of minority applicants and extensive reporting practices to keep the Commission regularly apprised of minority employment or minority housing practices.

To assist conciliation in the field and assure basic uniformity in agreements, the Commission this year adopted standards for conciliation agreements. These forms provide a framework for compliance, but are flexible enough to accommodate the individual needs of each case. The goal of conciliation is to negotiate an agreement that lives up to the law, is fair to the complainant and reasonable to the respondent.

The Commission had many cases this year involving charges of low, or no minority employment within specific companies. Investigations determined that the white work force was the result of recruitment by word-of-mouth referrals from current employees. If the present workforce is white, the chances are overwhelming that the word of job availability will be transmitted to others who are white—the friends, neighbors and relatives of the present workers. The recruitment system, then, is one that operates to the disadvantage of non-whites.

In fashioning agreements to remedy this discriminatory employment practice, the Commission requires the company to seek job referrals from agencies dealing in minority employment. It may also require the company to expand its school and college recruitment program to include institutions with significant minority enrollment. The Commission may also require use of an affirmative action file for minority applicants to be considered for future job openings.

In another example of employment practices cases, investigations determined that penalties for absenteeism were being administered unequally, with non-white employees receiving harsher discipline than white employees. In conciliating such cases, the Commission and the companies devise a penalty system to assure equal and uniform treatment of all employees.

During the 1972-73 fiscal period, the Commission received a number of charges alleging discriminatory housing practices in the Cleveland suburbs. In a series of cases where realty companies were found to be using blockbusting tactics, the Commission's order cut off canvassing and telephone solicitation of listings within the suburbs affected.

The Commission also dealt with cases of "steering" in orders requiring realty companies involved to show and attempt to sell homes in non-integrated areas to all minority race clients who specify they want homes in those areas and, similarly, to show and attempt to sell homes in integrated areas to all white clients who specify they want homes in integrated areas.

Two public accommodations agreements of note developed during the period, dealing with the check-cashing policies of banks in the Central Ohio area. The agreements established non-discriminatory guidelines for tellers including the admonition that any bank employee who failed to conform with the policies would be subject to discipline by the bank.

MONETARY AWARDS

A major compliance policy was instituted this year with the adoption of guidelines on monetary awards. This policy establishes financial compensation to victims of unlawful discrimination. An individual or member of a class found to have suffered compensable loss as a result of practices prohibited by the laws against discrimination may be granted a monetary award as part of the conciliation agreement, consent order or cease and desist order.

A significant aspect of this new policy is the consideration of monetary awards for embarrassment, humiliation and indignity. Affirming that embarrassment, humiliation and indignity are "the natural and unavoidable consequences of any unlawful discriminatory act or practice," the Commission began adding sums to reflect humiliation to its agreements and orders.

In addition, the Commission established a specific policy on compensation for back pay, out-of-pocket expenses connected to the discrimination, medical costs, and punitive awards in cases of willful disregard for the law.

The monetary guidelines were put into effect for the last part of the fiscal year. At the end of the period, a total of $16,041 had been provided to the victims.

TRAINING

Commission staff members took a number of training courses during the year to expand their knowledge of civil rights enforcement techniques and to improve agency procedures.

Two conferences on investigations and compliance were held during the year, serving both to train new investigators and as refresher courses for veteran staff members. Included in the conferences were many of the Equal Employment Opportunity Officers of state departments.

To improve administrative practices, Commission staff attended personnel seminars, accounting courses, management sessions and numerous classes on office practices.

EDUCATION AND COMMUNITY RELATIONS

Education plays a significant role in the obligation of the Commission to eliminate prejudice and unlawful discrimination. If improved relationships can be fostered between racial, religious and ethnic groups, acts of illegal discrimination would diminish. This is the belief that undergirds the programs of the Commission's Department of Education and Community Relations.

With the assistance of four community-based Education Advisory Committees, the Department plans and carries out programs to take the message of the civil rights laws to the grass roots.

During the 1972-73 fiscal year, the Department concentrated a large part of its efforts in programs on urban education for classroom teachers and school personnel.

These programs, presented in three regional conferences reaching 600 educators, were an outgrowth of a 1971-72 study of teacher preparation courses in Ohio's colleges and universities. The recommendations of this study were published by the Commission in a 20-page booklet entitled "Teacher Training for Urban Schools."

Speakers from educational institutions outside of Ohio, as well as local experts, confronted the problem of preparing prospective teachers by course work or by field experience for work in inner-city schools.

Dr. Mario D. Fantini, dean of the State University College, New Paltz, New York, who keynoted both the Columbus and Cincinnati conferences, stressed the need to develop alternative approaches to teaching to meet the diverse needs of pupils. He asserted that teacher certification should be based, not upon course work, but upon competency in the classroom; not upon the ability to learn, but upon the ability to teach.

Some 200 educators attending the Toledo conference heard Dr. Cleveland Pettigrew, dean of Georgia's Fort Valley State College, emphasize that understanding and the ability to walk "in the other person's moccasins" are fundamental to the success of an inner-city classroom. Teachers, he said, must be dedicated to the proposition that all people are improvable.

A highlight of the Toledo conference was a presentation by four recent high school graduates called: "Why Didn't They Teach Me?" This discussion is available on tape from the Commission's Department of Education and Community Relations.

The project on teacher training is a continuing one and additional conferences around the state were being scheduled in the new fiscal year.

But as a result of the conferences already held and the growing awareness of the problems of inner-city education, some changes in teacher training are already taking place. Several universities have inaugurated workshops and courses on urban education. In some cases professors have redirected standard education courses to include ethnic and minority studies.

A suburban school system initiated a staff development program on urban education. Other reports have come to the Commission of follow-up projects to implement the ideas gathered at the conferences.

The entire concept of the teacher training program stemmed from the work of the Education Advisory Committees. These groups of citizens, serving on a voluntary basis, lend their energy and expertise toward implementation of Department of Education and Community Relations projects across the state.

In addition to the work on the Commission-sponsored programs on teacher training, advisory committee members participated this year in the Spring program of the Ohio Association of Colleges of Teacher Education.

Another outgrowth of committee discussions was an hour-long presentation on the respected Columbus television program, Town Meeting of the Air, on the federal court decision on desegregation of the Dayton school system. The program, an in-depth discussion of school desegregation, is available from the Commission on audio tape.

The Department provides a variety of educational services to schools and community groups. Dr. E. Harold Klingel, Department Director, spoke to some 30 high school and college classes and civic clubs during the past year on the broad range of issues relating to civil rights. In addition, the Department maintains a list of reading materials, films and tapes which are available to groups.

THE FUTURE

Two major undertakings were in the immediate future of the Ohio Civil Rights Commission—expanded jurisdiction to cover sex discrimination and an organized program of investigations of systemic discrimination.

During the 1973-74 fiscal year, legislation prohibiting sex discrimination in employment, housing and public accommodations was to become effective. Preparing for that expanded jurisdiction, the Commission was set to increase the size of its investigatory forces and schedule agency-wide training sessions to acquaint the staff with the nuances of sex discrimination. Also planned were public educational conferences to explain the new law and Commission procedures to an entire new constituency of women who had never had recourse to the Civil Rights Commission before.

The Commission was also planning for a concerted effort to investigate and eliminate patterns of discrimination on a large-scale basis. The Commission was expected to create a task force of highly-skilled investigators who would spend full time on these complex systemic investigations.

In the next fiscal year, the Commission will also be preparing its legislative program for presentation to the 111th General Assembly which convenes in January 1975.

The Commission will be seeking the authority to initiate its own investigations in housing and public accommodations. Present law limits the ability to self-initiate cases to the area of employment.

The Commission will also make another attempt to redraft the language of the Laws Against Discrimination to bring them into conformity with federal civil rights law and judicial decisions.

Among the other legislative matters the Commission will consider for presentation to the General Assembly will be proposals to:

Strengthen prohibitions against blockbusting;

Permit posting of notices on property in cases where probable cause of housing discrimination has been found;

Provide that unlawful discrimination is a defense to eviction proceedings;

Prohibit public agencies from contracting with persons found by the Commission to be engaging in unlawful discrimination.

APPROVED REGIONAL BOUNDARIES OF THE OHIO CIVIL RIGHTS COMMISSION

(In accordance with the Department of Economic and Community Development)

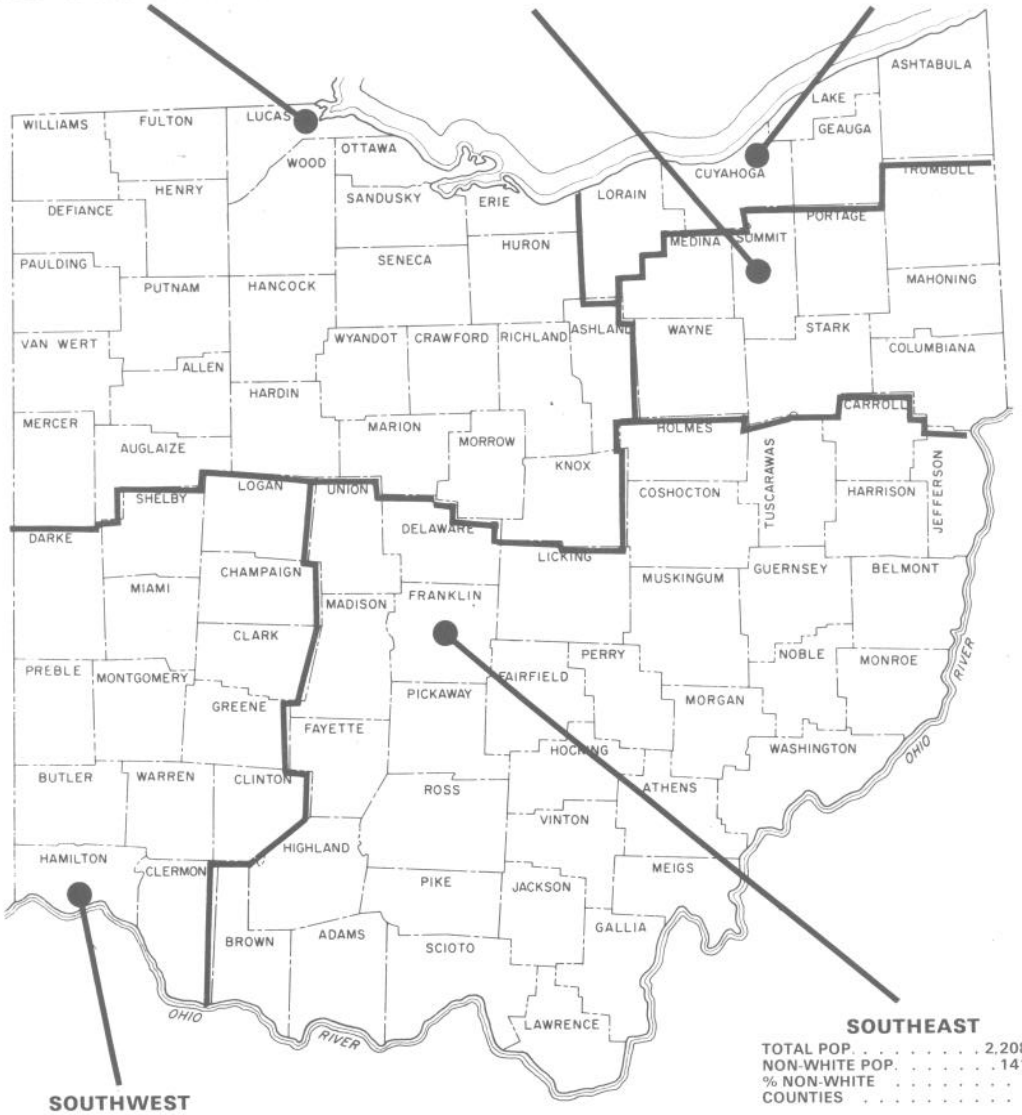
Changes in the geographical area covered by the Commission's regional offices were made this year to coordinate with the service districts established for all state agencies.

The redistricting move was designed to make state services more accessible to local communities and also to increase communication among the various local state and federal agencies.

NORTHWEST
TOTAL POP. 1,719,168
NON-WHITE POP. 90,427
% NON-WHITE 5.3
COUNTIES 26

S. NORTHEAST
TOTAL POP. 1,865,602
NON-WHITE POP. 134,775
% NON-WHITE 7.2
COUNTIES 8

NORTHEAST
TOTAL POP. 2,336,557
NON-WHITE POP. 362,240
% NON-WHITE 15.5
COUNTIES 5



SOUTHWEST
TOTAL POP. 2,522,172
NON-WHITE POP. 275,854
% NON-WHITE 10.9
COUNTIES 14

SOUTHEAST
TOTAL POP. 2,208,518
NON-WHITE POP. 141,724
% NON-WHITE 6.4
COUNTIES 35

● Regional Office

TOTAL AND NONWHITE POPULATION OF OHIO BY COUNTY—APRIL·1970

COUNTY	POPULATION		NONWHITE AS PERCENT OF TOTAL
	TOTAL	NONWHITE	
OHIO	10,652,017	1,005,020	9.4
ADAMS	18,957	42	.2
ALLEN	111,144	9,505	8.6
ASHLAND	43,303	290	.7
ASHTABULA	98,237	2,865	2.9
ATHENS	54,889	1,691	3.1
AUGLAIZE	38,602	77	.2
BELMONT	80,917	1,830	2.3
BROWN	26,635	527	2.0
BUTLER	226,207	11,752	5.2
CARROLL	21,579	170	.8
CHAMPAIGN	30,491	1,044	3.4
CLARK	157,115	13,529	8.6
CLERMONT	95,725	1,060	1.1
CLINTON	31,464	851	2.7
COLUMBIANA	108,310	1,726	1.6
COSHOCTON	33,486	386	1.2
CRAWFORD	50,364	361	.7
CUYAHOGA	1,721,300	337,551	19.6
DARKE	49,141	273	.6
DEFIANCE	36,949	247	.7
DELAWARE	42,908	1,304	3.0
ERIE	75,909	5,373	7.1
FAIRFIELD	73,301	767	1.0
FAYETTE	25,461	748	2.9
FRANKLIN	833,249	108,078	13.0
FULTON	33,071	167	.5
GALLIA	25,239	1,133	4.5
GEAUGA	62,977	1,026	1.6
GREENE	125,057	8,749	7.0
GUERNSEY	37,665	748	2.0
HAMILTON	924,018	148,355	16.1
HANCOCK	61,217	472	.8
HARDIN	30,813	265	.9
HARRISON	17,013	540	3.2
HENRY	27,058	210	.8
HIGHLAND	28,996	783	2.7
HOCKING	20,322	128	.6
HOLMES	23,024	24	.1
HURON	49,587	696	1.4
JACKSON	27,174	225	.8
JEFFERSON	96,193	5,525	5.7
KNOX	41,795	428	1.0
LAKE	197,200	3,207	1.6

COUNTY	POPULATION		NONWHITE AS PERCENT OF TOTAL
	TOTAL	NONWHITE	
LAWRENCE	56,868	1,707	3.0
LICKING	107,799	1,865	1.7
LOGAN	35,072	688	2.0
LORAIN	256,843	17,591	6.8
LUCAS	484,370	56,829	11.7
MADISON	28,318	1,475	5.2
MAHONING	303,424	38,509	12.7
MARION	64,724	1,900	2.9
MEDINA	82,717	798	1.0
MEIGS	19,799	250	1.3
MERCER	35,265	53	.2
MIAMI	84,342	1,792	2.1
MONROE	15,739	17	.1
MONTGOMERY	606,148	85,659	14.1
MORGAN	12,375	527	4.3
MORROW	21,348	21	.1
MUSKINGUM	77,826	3,420	4.4
NOBLE	10,428	16	.2
OTTAWA	37,099	438	1.2
PAULDING	19,329	374	1.9
PERRY	27,434	152	.6
PICKAWAY	40,071	838	2.1
PIKE	19,114	301	1.6
PORTAGE	125,868	3,082	2.4
PREBLE	34,719	133	.4
PUTNAM	31,134	120	.4
RICHLAND	129,997	8,870	6.8
ROSS	61,211	3,047	5.0
SANDUSKY	60,983	1,418	2.3
SCIOTO	76,951	1,406	1.8
SENECA	60,696	1,229	2.0
SHELBY	37,748	575	1.5
STARK	372,210	22,350	6.0
SUMMIT	553,371	53,081	9.6
TRUMBULL	232,579	13,698	5.9
TUSCARAWAS	77,211	804	1.0
UNION	23,786	414	1.7
VAN WERT	29,194	184	.6
VINTON	9,420	27	.3
WARREN	84,925	1,394	1.6
WASHINGTON	57,160	809	1.4
WAYNE	87,123	1,531	1.8
WILLIAMS	33,669	62	.2
WOOD	89,722	800	.9
WYANDOT	21,826	38	.2

SOURCE: U.S. DEPARTMENT OF COMMERCE, BUREAU OF THE CENSUS, *1970 CENSUS OF POPULATION, GENERAL POPULATION CHARACTERISTICS, OHIO,* ADVANCE REPORT PC(V2)-37.

DIVISION OF RESEARCH AND STATISTICS
OHIO BUREAU OF EMPLOYMENT SERVICES
COLUMBUS 3-22-71

BUDGET

1973 BUDGET APPROPRIATION & EXPENDITURES

INCOME		
Appropriation		$ 807,871*
Salary Adjustment		104,195**
Emergency Grants		211,655
EEOC Grants		90,879
Educational Grants		5,517
		$1,220,117
EXPENDITURES		
Personnel		$ 862,219
Salaries	$661,726	
Salary Cost & Benefits	199,980	
Purchased Service	513	
Operating		$ 231,363
Office Supplies	27,127	
Rent	29,917	
Travel	24,530	
Telephone	19,253	
Postage	17,973	
Printing	9,472	
Other	4,529	
***EEOC	94,857	
Educational Grants	3,609	
Equipment		16,169
Total Expenditures		$1,109,751

*Includes transfer of $72,261 from 1972 to 1973

**Automatic Salary adjustments due to passage of H.B. 147

***$79,684 was transferred to Attorney General's Civil Rights Section special fund.