Boston's Black Community is presently in a state of general emergency. It is unsafe for White people to move and do business within and throughout the Black Community. The Black Community is making every attempt to maintain peace and order.

STATEMENT OF DEMANDS

I. EDUCATION

1. All schools within the Black Community are to be renamed after Black heroes, names will be selected through the United Front. The Patrick T. Campbell Jr. High School is to be renamed the Martin Luther King Jr., Jr. High School, in addition the present structure is to be razed and replaced with a new campus type Jr. High School.

2. There are to be established immediately, operating School Boards which will have control of hiring staff, (teachers, principals, custodians, etc.) and be responsible for all curriculum development.

II. BUSINESS

1. As of 12:00 A.M. Monday April 8, 1968 all white owned and white controlled businesses will be closed until further notice, while the transfer of the ownership of these businesses to the Black Community is being negotiated through the U.F.

III. FINANCE

1. The Mayor's office is to mobilize The Urban Coalition, the National Business Alliance, and the white Community at large to immediately make $100,000,000 available to the Black Community.

IV. COMMUNITY PROGRAMS

1. ABCD is to be abolished as an umbrella agency in the Black Community. The anti-poverty program is to be completely controlled in the Black area, by the Jamaica Plain APAC, SNAP, Dorchester APAC, and the Roxbury-North Dorchester APAC's.
2. Community control of both Summer Work Programs (14-15 years olds) and (16-21 year olds).

3. The Model Neighborhood Board is to have complete control of the Model Cities Program.

4. The South End Urban Renewal Plan is to be halted immediately (the relocation Planning and demolition) and the continuation of this Urban Renewal Plan is to be renegotiated with an elected Urban Renewal Committee.

5. The Black Community is to have complete control of all publicly financed housing programs, e.g., Academy Homes, Whittier Street Housing Development, Orchard Park Housing Development and Elm Hill Housing Development.

6. The South End-Roxbury Boy's Club are to administered by Black Directors and Black Staff personnel.

V. CITIES SERVICES

A Roxbury urban authority should be created which would control all city services in the area. This authority would be under the control of the community. In the interim action should be taken on the following:

1. All Police Stations in the Black Community are to be in the command of Black Captains and a citizens review board created.

2. Contract for street repair, garbage collection and maintenance in the Black Community are to go to Black Contractors.

3. Increase the quota of employment of black personnel in State and City agencies, departments, divisions and bureaus, and revise civil services.

4. The Black Community must have representatives on the Mayor's Public Service Board, to be elected by the United Front.

5. Establishment of a local park and recreation department in the Black Community.

VI. STATE - FEDERAL

1. The planned construction of the Inner Belt and Southwest Expressway are to be halted immediately and their continued planning and construction negotiated with the Black Community since both of these highways projects will radically affect the lives of the people in this community.
I EMPLOYMENT

1. Building and construction contractors engaged in performing contracts for City immediately initiate a program of affirmative action to insure the employment of Negroes and other minorities in carrying out all contracts with the cities.

2. Companies engaged in performing non-construction contracts for the City immediately initiate an affirmative action program that will insure the employment and training of Negroes and other minorities in carrying out all contracts with the City.

3. Public utilities and other companies that require City licenses immediately institute an affirmative action program to employ and train qualified minorities.

4. That the Mayor direct the Purchasing Agent for the City to implement a non-discriminatory and affirmative action clause to be incorporated in all City contracts.

5. That the Mayor's Office carry out a program of follow-up to insure that all companies signing contracts with the City have fulfilled their obligations to take affirmative action.

6. That the Traffic Department employment system be changed so that in the Southend, Roxbury and the North-Dorchester area a high visibility of black people as employees be put into effect.

7. That this same high visibility factor be put into effect with the public works department of the City and especially with work crews engaged in repairing maintenance.

All above recommendations apply to the Mayor and members of the City Council of Boston.

It is recommended that goals be established and target dates be established to allow these recommendations to be fully operational and that a follow-up task force be established to see to it that these recommendations are carried out smoothly.
RECOMMENDATIONS TO MAYOR

Employment (cont.)

CITY GOVERNMENT EMPLOYMENT

1. Appoint a Negro as a head of a major (regular) department of City Government.
2. Issue an "in-service directive" calling on the upgrading of Negro personnel. This can be done within the framework of existing Civil Service.
3. Each department head in the City government immediately draw up and implement an affirmative action program that will insure the employment and up-grading of Negroes and other minority people.
4. Establish an "executive management program" similar to Federal Civil Service wherein Negro applicants will be directly recruited from among existing and outside sources to be trained for "management level positions in government."
5. Institute a more equitable hiring procedure for Civil Service.
6. Utilizing existing civil service regulations, consideration and priority should be given to Negro personnel in appointments to "temporary, provisional and indefinite positions" where civil service lists are non-existent.
7. Mayor's Patronage Secretary be instructed to give a higher proportion of its appointments to Negroes, especially in those areas NOT covered by Civil Service.
8. Appoint a director or a committee which will see on a regular basis that these recommendations are carried out on an on-going basis. This director or committee will report regularly to the Mayor.
9. Establish an Executive Personnel Advisory Committee made up of at least five Negro employees in city government who would advise the Mayor on matters of recruitment, in-service promotion, training programs and most importantly implementation of his directives on the management level.

As with all recommendations, goals and target dates should be established immediately.
RECOMMENDATIONS TO MAYOR  PAGE THREE

II HOUSING

PUBLIC HOUSING

1. Restrict the influence of the project manager in selection of tenants. Managers presently have almost no veto power in this area.

2. Remove political influence from the tenant selection process.

3. A greater commitment on part of Boston Housing Authority to house A.F.D.C. families who usually have the greatest difficulty finding housing anywhere.

4. Boston Housing Authority should provide better maintenance service in predominantly black projects.

5. Boston Housing Authority should take strong action against tenants in predominantly white projects who harass, insult and attack Negro families who happen to be placed there.

PRIVATE HOUSING

1. Landlords should be required to make known their addresses so they can be contacted in case of need.

2. Stricter penalties and enforcement of codes for landlords who do not provide their tenants with basic necessities.

3. A cooperative landlord-welfare department program to foster better communications between landlords and welfare tenants.
   a. Welfare Department should require leases signed by tenant, landlord and Welfare Department.
   b. Welfare Department should not sign lease unless building is certified to be in good repair by Housing Inspection Department.
   c. Welfare Department should insist on fair rental.
   d. Welfare Department should expose clients to housing opportunities in other sections of City.

4. A meaningful program by City and State directed to opening up private housing opportunities for Negroes throughout the City and State.
RECOMMENDATIONS TO MAYOR

Housing (cont.)

221 D 3 PROGRAM

1. Require sponsors of 221 D3 Housing to provide a certain percentage of their housing units for low income families or welfare recipients. This should be done throughout the City and State.

2. Encourage the development of more 221 D3 cooperative and condominium type ownership in other sections of City and State with the understanding that Negroes will be given equal opportunities to be housed there.

LEASED HOUSING

1. Extend every effort to get the maximum out of Boston Housing Authority Leasing Housing Program.

2. Encourage landlords in all sections of City to become involved in this program.

3. Make known to agencies such as Roxbury Multi-Service Center who work with tenants leased housing possibilities.

HOME OWNERSHIP

1. Institution of program that will encourage home ownership on the part of low and moderate income families.

2. Encouragement and support of programs such as Housing Innovations, Inc. which seem to provide home ownerships for low income families.

3. Increase support for the creation of Mass. Housing Finance Agency which would provide source of funds for prospective low income home purchasers.
RECOMMENDATIONS TO MAYOR

TAXES

1. The Boston Assessing Department be immediately instructed to institute a policy of equitable assessment for property in Negro neighborhoods.

2. A crash program should be instituted by the City to give immediate relief to rent payers in Negro neighborhoods who pay a higher rate of rent due to landlords passing on their high tax load.

WELFARE

1. The Boston Welfare Department should institute a new policy in handling various types of cases, especially those involving Negro men with low paying jobs who have been castrated by the present system.

2. Welfare recipients should be appointed to the Department of Welfare Overseers.

POLICE

1. Creation of a new position at the Deputy level filled by a Negro.

2. Upgrading of minority personnel within the Police Department.

3. Establishment of a program to train minority people for higher level positions within the Police Department.

4. Assignment of Negro Officers to traffic details in downtown Boston.

5. Assignment of Negro police detail at City Hall, where no Negro has ever been assigned.

POLICE AND COMMUNITY RELATIONS

1. Establishment of a human rights commission.


3. A review of civil service procedures as it relates to police-community relations.

4. The immediate establishment of a "community service officer" in cooperation with community organizations.

5. Any and all programs designed for the area of police-community relations must be jointly developed by police and a representative group from the ghetto areas.
6. Review of the Police Recruitment Project of Division 9 should be analyzed and evaluated with a view to funding a similar program on a much larger scale.

7. The present Police–Community Relations Program of the Boston Police Department should be completely overhauled and revised.

8. In each district, an officer with specialized training in community relations should provide the liaison with the community. His major responsibility would be sensitizing the men in the department to the moods in language that THEY understand.

9. An immediate and urgent need is the establishment of a "Rumor Control Center" staffed by police and civilians to handle this aspect which unattended can trigger explosions.

It cannot be emphasized enough that goals and target dates for all recommendations should be set immediately.