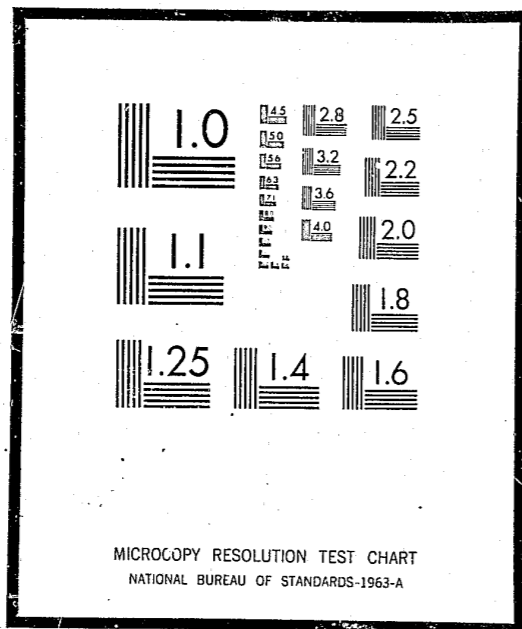


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U.S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE
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The Commonwealth of Massachusetts

COMMITTEE ON CRIMINAL JUSTICE STANDARDS AND GOALS PROJECT

80 BOYLSTON STREET - SUITE 1250 - BOSTON 02116

(617) 727-7818

FRANCIS W. SARGENT
GOVERNOR

ROBERT H. QUINN
ATTORNEY GENERAL
CHAIRMAN

ARNOLD R. ROSENFELD
EXECUTIVE DIRECTOR

CLARENCE A. COOPER
PROJECT DIRECTOR

*

TO: Clarence Cooper
FROM: Herb Kessel
SUBJECT: Race and Sex Inventory of Criminal
Justice Agencies
DATE: November 1974

The inventory that follows provides an overview of the composition of the labor force, in terms of race and sex, of the criminal justice system in Massachusetts. The inventory does not include all criminal justice agencies in the Commonwealth. However the sample is sufficiently large for most components of the system to provide a reasonable indication of the degree of representation for females and minorities throughout the entire system.

The inventory serves two basic purposes for the Standards and Goals Project. First, the information provided in conjunction with a number of other factors (e.g. - number of vacancies, number and composition of applicants) can be used to measure the progress of criminal justice agencies in complying with their Equal Employment Opportunity Programs (E.E.O.P.). Second, the fifty-one tables included in the inventory provide a current indication of the degree of representation of minorities and females in the criminal justice system.

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The information provided in the race and sex inventory, unless otherwise specified, was derived from E.E.O.P.'s submitted to the Massachusetts Committee on Criminal Justice and should be current as of the 2nd or 3rd quarter of the 1974 calendar year. It should be recognized that information from certain components, especially the courts and community based programs, are grossly underrepresented in the inventory. Personnel characteristics of these two components of the criminal justice system are especially scanty and need to be expanded.

The information contained in the inventory presents a disturbing picture of the sex and race representation in criminal justice agencies in Massachusetts.

Minorities and females have been largely excluded from the criminal justice system and, when they have been able to participate, are employed at entry level positions. The fifty-one tables clearly support the above conclusion. A few illustrative examples are presented below:

- 1) In 1972, crimes in Boston, New Bedford, Cambridge and Worcester accounted for approximately 35% of all index offenses reported in the State.¹ These four cities employed 3,395 sworn officers which included only 131 minority officers (less than 4% of the total) and 31 female officers (less than 1% of the total). The four cities had a total population of 1,019,781 in 1970 of which 8.4% were minorities and 52.7% are women. If one were to compare population actually serviced, instead of comparing general population for minorities, the imbalance would indeed be substantially greater.

¹Crime In Massachusetts 1972, Massachusetts Committee on Law Enforcement and Administration of Criminal Justice.

- 2) The State uniformed police and the Metropolitan District police with a total of 864 and 615 officers respectively employ only 12 minority officers each. The M.D.C. employs no female officers.
- 3) Only .007 of the sworn officers employed in police departments in Massachusetts serving cities with populations over 25,000 are females. This is approximately 1/2 the female participation rate of the nation as a whole which itself is unduly underrepresented.²
- 4) Twenty-seven percent of the inmates in State Institutions are minorities compared to only approximately 6% of the correctional officers.
- 5) Plymouth County Jail and House of Correction employ only 1 minority. Worcester County Jail and House of Corrections employs no minorities.
- 6) Of the 64 employees in the parole board who are employed at grade 15 or higher, only one employee is a minority.
- 7) Females are continually employed in disproportionately large numbers in lower grade level jobs and are missing from high level positions.
 - a) In the Registry of Motor Vehicles, 73% of the total employees in grades 01-14 are women while only 4% of the total employees grade level 15 and above are women.
 - b) In the office of the Commissioner of Probation, women account for 84% of the total employees grade 01-10 but only 23% of higher positions.
- 8) In Boston, which has a nearly 20% minority population, only 4% of the sworn officers in the Police Department are minorities. Also only 2% of the Worcester Police Department employees are from minority groups.

A number of reasons are frequently cited as an explanation as to why so few females and minorities are employed in the

²Crime in the United States, Uniform Crime Report 1972, Federal Bureau of Investigation.

criminal justice system. Civil Service constraints, residency requirements, educational barriers, or lack of interest in this particular labor market are some of the often times cited reasons. However, in a large number of cases where these screening techniques should not have been a factor, minorities and women fared no better. For instance, the Superior Court of Massachusetts employs 133 people of which only 5 are minorities.

The most disturbing implication of the following inventory appears to be that a de facto dual system has been arrived at. The employees in the system appear to be largely white and male while a disproportionate (increasingly so) percentage of the clients of the system are minorities.³ This segmentation appears to exist throughout the criminal justice system. If this environment is to continue in the future, it can only lead to increased racial and sexual tensions and finally to a disrespect towards the institutions that make up the criminal justice system in Massachusetts.

³It's also important to note that the rate of increase in crime among women has been rising more rapidly (almost double the rate) than among men during the last decade. However, males still account for the great majority of all crimes committed in the United States today.

Crime in the United States, Uniform Crime Report 1972.
Federal Bureau of Investigation.

INVENTORY OF RACE AND SEX CHARACTERISTICS
OF CRIMINAL JUSTICE AGENCY PERSONNEL

<u>Tables</u>	<u>Category</u>
Tables 1 and 2	Selected state demographic and employment statistics.
Tables 3 - 23	Selected Police Departments
Tables 24 - 30	Selected Corrections Agencies
Table 31	Superior Court of Massachusetts
Table 32	Department of the Attorney General
Table 33	Massachusetts Parole Board
Table 34	Probation
Table 36	Department of Youth Services
Table 37-52	Selected Criminal Justices Agencies
Table 53	Suffolk County District Attorney

Table 1
Massachusetts
Population by Sex and Minority Status
1970

Minority Status	Number		Percent Distribution		Labor Force Participation Rate	
	Total (1)	Female (2)	Total (3)	Female (4)	Total (5)	Female (6)
1. Total	5,689,170	2,969,772	100.0	100.0	60.3	45.0
2. White	5,477,624	2,858,694	96.3	96.3	60.4	44.9
3. Black	175,817	93,244	3.1	3.1	58.9	47.6
4. American Indian	4,475	2,361	0.1	0.1	NA	NA
5. Oriental #	8,377	4,719	0.1	0.2	NA	NA
Chinese	14,012	6,483	0.2	0.2	NA	NA
6. Other Races	8,865	4,271	0.2	0.1	59.0 ^{1/}	46.8
7. Spanish-American	64,860	32,261	1.1	1.1	60.8	43.3
8. Minority Group*	276,406	143,339	4.9	4.8	59.4	46.5

^{1/} Includes American Indian and Oriental

Notes: NA=Not available

*Sum of Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races as well as white.

Sum of individual items may not equal totals because of rounding

#Except Chinese

Source: Census of Population 1970

TABLE 1A

Minority and General Population of Towns of 2,500 or more in Massachusetts*

The State			TOWNS AND PLACES OF 2,500 OR MORE - Continued			TOWNS AND PLACES OF 2,500 OR MORE - Continued			TOWNS AND PLACES OF 2,500 OR MORE - Continued				
Popu- la- tion	% Change 1967- 1970	% Mi- nor- ity	Popu- la- tion	% Change 1967- 1970	% Mi- nor- ity	Popu- la- tion	% Change 1967- 1970	% Mi- nor- ity	Popu- la- tion	% Change 1967- 1970	% Mi- nor- ity		
4 810 449	11.8	4.2	2 876	...	1.4	2 764	(NA)	0.8	4 166	18.7	0.3		
4 316 196	11.9	4.5	4 554	(NA)	0.8	4 380	(NA)	0.4	5 636	(NA)	0.3		
1 726 298	3.3	9.1	31 532	107.7	0.7	15 630	47.9	0.4	3 045	(NA)	0.3		
2 647 248	24.9	1.4	41	Chatham	30 525	9.3	2.1	17 500	27.3	0.3	40 354	3.4	0.9
476 253	11.3	2.6	3 004	(NA)	0.7	2 419	(NA)	0.8	10 236	(NA)	0.4		
246 051	2.3	1.7	44 476	8.2	2.7	80 294	4.4	3.1	25 110	25.5	0.4		
728 237	21.4	1.6	13 191	4.2	0.8	10 076	(NA)	0.2	3 228	15.8	0.9		
728 221	21.0	1.0	6 454	(NA)	0.5	5 127	7.7	1.7	16 973	51.4	0.8		
141 744	7.3	1.0	16 148	29.5	1.9	5 153	(NA)	0.4	11 114	(NA)	0.7		
761 510	4.1	1.2	2 505	(NA)	0.6	4 778	2.2	0.4	12 367	27.8	2.4		
			26 151	19.3	0.4	9 259	(NA)	0.8	4 909	(NA)	1.1		
			18 605	28.7	0.7	21 295	13.0	0.3	3 309	(NA)	2.2		
			26 938	12.9	0.3	3 464	(NA)	0.8	7 949	(NA)	1.1		
			2 850	(NA)	1.2	27 450	48.4	0.9	19 196	15.5	0.6		
			6 434	(NA)	0.6	2 367	(NA)	0.5	18 754	48.3	0.3		
			4 467	(NA)	0.3	15 222	(NA)	1.7	88 279	4.2	1.4		
			2 943	(NA)	0.7	2 945	(NA)	0.1	3 059	(NA)	0.3		
			4 929	(NA)	0.6	9 210	26.7	0.4	5 298	(NA)	0.4		
			18 214	32.2	0.3	9 621	(NA)	0.5	14 281	10.2	0.5		
			8 077	(NA)	0.3	64 397	0.9	3.0	12 015	3.2	0.3		
			7 436	(NA)	1.4	3 716	(NA)	0.4	17 013	13.9	0.7		
			8 547	(NA)	0.4	7 937	(NA)	0.4	2 679	(NA)	8.9		
			2 971	(NA)	0.4	33 180	12.0	0.7	4 132	(NA)	0.4		
			15 122	3.4	0.7	7 526	(NA)	0.3	5 350	(NA)	3.4		
			13 229	26.6	0.4	4 459	12.0	1.1	5 895	5.4	2.7		
			12 119	(NA)	1.0	4 244	(NA)	0.4	6 259	(NA)	0.3		
			2 410	(NA)	0.6	35 556	26.1	0.4	143 905	-4.1	1.0		
			42 485	7.4	1.0	6 259	4.3	0.4	2 247	(NA)	1.0		
			18 322	13.9	1.0	13 627	23.0	1.3	20 225	14.3	0.4		
			76 968	3.0	1.0	4 044	(NA)	0.5	23 459	43.7	1.9		
			15 952	22.3	1.3	13 742	0.1	0.6	3 984	(NA)	0.5		
			11 968	27.3	4.0	19 357	22.0	0.5	4 132	(NA)	0.8		
			43 243	0.7	1.2	11 987	(NA)	0.4	13 506	(NA)	1.1		
			12 913	...	0.7	11 987	(NA)	0.8	4 300	(NA)	0.3		
			4 090	29.1	0.8	3 211	24.3	0.6	4 300	(NA)	0.6		
			14 219	40.3	0.8	31 190	3.1	0.8	12 400	(NA)	0.4		
			64 048	43.8	0.7	2 355	(NA)	0.7	4 746	(NA)	0.4		
			8 863	26.7	0.6	6 116	4.0	0.9	22 255	43.1	0.5		
			17 530	49.3	0.9	3 776	(NA)	3.1	2 235	(NA)	0.3		
			4 270	(NA)	1.6	31 057	17.8	0.4	4 271	(NA)	3.0		
			19 748	3.7	0.5	29 149	15.3	0.6	1 235	(NA)	0.3		
			5 966	15.3	0.7	101 277	0.7	4.3	1 235	(NA)	3.0		
			27 941	8.3	0.7	15 492	12.9	0.7	1 235	(NA)	3.1		
			11 458	6.7	0.7	3 626	(NA)	0.3	2 204	(NA)	0.2		
			11 253	(NA)	1.4	91 606	-7.4	2.0	3 494	(NA)	0.7		
			3 203	8.8	4.9	4 476	(NA)	0.4	1 235	(NA)	0.1		
			2 527	(NA)	2.9	19 483	-3.4	0.9	3 233	(NA)	0.1		
			18 642	2.4	0.7	7 859	(NA)	5.1	23 402	4.4	0.3		
			19 176	2.4	0.7	29 644	1.3	1.0	18 149	29.0	0.9		
			5 109	(NA)	1.7	18 284	49.3	0.5	4 532	11.1	1.1		
			5 382	(NA)	0.3	18 065	29.3	0.3	1 493	(NA)	2.1		
			3 750	(NA)	0.2	9 218	(NA)	0.3	4 187	(NA)	0.3		
			3 193	(NA)	0.4	11 265	9.2	0.7	3 823	(NA)	0.4		
			6 323	(NA)	0.4	2 617	2.4	0.7	2 027	0.3	1.1		
			8 527	(NA)	0.2	2 617	(NA)	0.7	13 441	28.9	1.1		
			10 403	(NA)	3.5	7 481	(NA)	0.4	12 417	0.3	0.4		
			13 426	(NA)	9.9	2 681	(NA)	0.4	12 417	0.3	0.4		
			3 842	(NA)	1.8	4 116	4.0	0.9	6 935	4.0	0.4		
			5 109	(NA)	1.7	29 644	1.3	1.0	18 149	29.0	0.9		
			5 382	(NA)	0.3	18 284	49.3	0.5	4 532	11.1	1.1		
			3 750	(NA)	0.2	18 065	29.3	0.3	1 493	(NA)	2.1		
			3 193	(NA)	0.4	9 218	(NA)	0.3	4 187	(NA)	0.3		
			6 323	(NA)	0.4	11 265	9.2	0.7	3 823	(NA)	0.4		
			8 527	(NA)	0.2	2 617	2.4	0.7	2 027	0.3	1.1		
			10 403	(NA)	3.5	7 481	(NA)	0.4	12 417	0.3	0.4		
			13 426	(NA)	9.9	2 681	(NA)	0.4	12 417	0.3	0.4		
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			3 193	(NA)	0.4	9 218	(NA)	0.3	4 187	(NA)	0.3		
			6 323	(NA)	0.4	11 265	9.2	0.7	3 823	(NA)	0.4		
			8 527	(NA)	0.2	2 617	2.4	0.7					

Massachusetts
Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1973

TABLE -2-

Occupation	BOTH SEXES					FEMALE				
	Total (1)	White (2)	Black (3)	Other Races (4)	Spanish American (5)	Total (6)	White (7)	Black (8)	Other Races (9)	Spanish American (10)
All Occupations-Number 1972	2,393.9	2,322.1	59.0	12.8	21.9	965.0	932.5	27.2	5.3	8.2
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., Technical & Related	17.4	17.6	11.6	28.0	16.9	17.3	17.4	12.7	20.1	14.1
Engineers	2.1	2.2	0.6	4.5	2.2	NA	NA	NA	NA	NA
Medical & Health Workers	3.1	3.1	2.6	6.2	2.6	5.2	5.2	4.3	7.4	3.1
Teachers, Elem. & Sec. Schools	3.4	3.5	1.3	1.9	2.2	5.8	5.9	3.3	2.7	3.3
Other Professional	8.8	8.8	6.6	15.4	9.9	6.3	6.3	5.1	10.0	7.7
Managers & Administrators, Nonfarm	8.4	8.5	3.5	5.5	5.9	3.1	3.2	1.8	2.3	1.7
Sales	7.1	7.2	2.9	2.6	4.0	7.1	7.2	2.9	3.6	4.0
Retail Stores	4.0	4.0	1.9	1.7	2.1	5.9	6.0	2.3	3.2	3.2
Other Sales Workers	3.1	3.1	1.1	0.9	1.9	1.2	1.2	0.6	0.4	0.8
Clerical	19.9	20.0	19.8	14.5	15.2	36.6	36.8	31.9	24.9	29.4
Sec., Stenos., & Typists	5.5	5.5	4.5	3.8	4.0	13.3	13.4	9.5	8.8	10.5
Other Clerical Workers	14.4	14.4	15.3	10.7	11.2	23.3	23.4	22.4	16.1	18.9
Craftsmen, Foremen & Related	13.1	13.2	9.7	4.8	10.6	1.8	1.8	1.4	1.5	1.3
Construction Craftsmen	3.3	3.3	2.2	1.1	2.0	NA	NA	NA	NA	NA
Mechanics & Repairmen	2.6	2.6	2.1	1.0	3.2	NA	NA	NA	NA	NA
Machinists & Other Metal Craftsmen	1.7	1.7	1.1	0.4	1.4	NA	NA	NA	NA	NA
Other Craftsmen	5.5	5.5	4.2	2.3	4.0	NA	NA	NA	NA	NA
Operatives Except Transport	14.6	14.4	20.2	17.7	27.1	16.6	16.4	19.1	28.9	30.3
Durable Goods Mfg.	6.0	5.9	8.0	3.8	9.2	5.9	5.8	7.5	4.2	3.8
Non-durable Goods Mfg.	5.9	5.8	6.9	3.5	13.3	8.3	8.3	6.8	19.1	15.9
Nonmanufacturing	2.7	2.7	5.3	4.4	4.6	2.4	2.3	4.6	5.6	6.0
Transport Equip. Operatives	3.0	3.0	3.5	1.5	1.7	0.3	0.3	0.2	0.1	0.2
Laborers, Nonfarm	3.5	3.5	5.2	2.7	4.1	0.7	0.7	1.1	0.7	0.9
Service Exc. Priv. Household	11.9	11.6	19.5	20.9	11.5	14.8	14.6	21.5	14.6	13.6
Cleaning & Food Service	6.1	6.0	8.6	15.5	6.3	7.2	7.2	6.3	7.4	5.5
Protective Service	1.7	1.7	1.0	0.5	0.4	0.2	0.2	0.3	0	0.1
Personal, Health & Other Servs.	4.1	4.0	9.9	4.9	4.8	7.4	7.2	14.9	7.2	8.0
Private Household Workers	0.7	0.6	3.5	1.3	1.3	1.6	1.4	7.2	2.9	3.5
Farm Workers	0.5	0.5	0.5	0.5	1.8	0.2	0.2	0.3	0.2	0.8

Note: NA=Not Available

Source: Census of Population, 1970 and Massachusetts State Employment Service

TABLE 3

Department of Public Safety
Police, Detectives, and Other Civilian Personnel

Grade Levels	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
01 - 05	134	72	1	-	-	59	2	-	-
06 - 10	233	159	1	-	-	67	4	1	1
11 - 14	618	594	12	-	1	9	2	-	-
15 - 19	391	385	-	-	-	6	-	-	-
20 - 23	13	12	-	-	-	1	-	-	-
24 - 27	6	6	-	-	-	-	-	-	-
28 & over	-	-	-	-	-	-	-	-	-
Total No. of Employees	1,395	1,228	14	-	1	142	8	1	1
Percent of Total	100	88	1	-	-	10	1	-	-

TABLE 4

Department of Public Service - State Uniformed Police Only

Location of Employees	Total	White Male	Black Male	Total Female
General Headquarter	185	184	1	-
Troop A	153	150	2	1
Troop B	117	113	3	1
Troop C	129	126	2	1
Troop D	136	132	4	-
Troop E	79	79	-	-
Troop F	53	53	-	-
Framingham Academy	12	12	-	-
Total No. of Employees	864	849	12	3
Percent of Total	100	98	1	1

TABLE 5

Metropolitan District Police Department

Position	Total	White Male	Minority Male	White Female	Minority Female
Superintendent + (D.S.)	3	3	-	-	-
Captains	12	12	-	-	-
Lieutenants	22	22	-	-	-
Sergeants	47	46	1	-	-
Patrolmen	507	496	11	-	-
Other	24	-	-	23	1
Total No. of Employees	615	579	12	23	1
Percent of Total	100	94	2	4	0

TABLE 6

Registry of Motor Vehicles ¹
Sworn and Civilian Personnel

Grade Levels	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
01 - 05	734	98	3	-	-	592	34	5	2
06 - 10	401	70	-	1	-	311	19	-	-
11 - 14	323	217	2	1	-	92	11	-	-
15 - 19	210	196	3	-	2	9	-	-	-
20 - 23	25	22	-	-	1	2	-	-	-
24 & over	2	2	-	-	-	-	-	-	-
Total No. of Employees	1,695	605	8	2	3	1,006	64	5	2
Percent of Total	100	36	1	-	-	59	4	-	-

¹ From EEOP submitted to Executive Office Administration and Finance.

TABLE 7

Boston Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
<u>Sworn Officers</u>									
Superintendent/ Deputy Sup.	23	20	2	-	1	-	-	-	-
Captain	27	27	-	-	-	-	-	-	-
Lieutenant/ Lieut. Detectives	65	65	-	-	-	-	-	-	-
Sergeant/ Serg. Detectives	234	233	1	-	-	-	-	-	-
Patrolman	1,894	1,828	55	9	2	-	-	-	-
Detectives	263	251	12	-	-	-	-	-	-
Policewomen/ Policewomen/ Det.	23	-	-	-	-	23	-	-	-
<u>Civilians</u>									
Administration & Professional	13	12	-	-	-	1	-	-	-
Clerical	186	71	3	-	-	105	7	-	-
Maintenance	138	134	3	-	-	1	-	-	-
Matrons	13	-	-	-	-	13	-	-	-
School Traffic Supervisors	175	-	-	-	-	160	15	-	-
Other	28	-	12	1	6	5	1	-	3
Total No. of Employees	3,082	2,641	88	10	9	308	23	-	3
Percent of Total	100	86	3	-	-	10	1	-	-

TABLE 8

Brookline Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	147	144	3	-	-	-	-	-	-
Civilians	16	6	-	-	-	10	-	-	-
Total No. of Employees	163	150	3	-	-	10	-	-	-
Percent of Total	100	92	2	-	-	6	-	-	-

TABLE 9

Cambridge Police Department

Position	Total	White Male	Minority	Women
Captain	5	5	-	-
Lieutenants	16	16	-	-
Sergeants	28	28	-	-
Patrolmen	200	185	14	1
Police Matron	3	-	-	3
Other Civilians	70	14	5	51
Total No. of Employees	322	248	19	55
Percent of Total	100	77	6	17

TABLE 10
Chelsea Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	78	76	2	-	-	-	-	-	-
Civilians	25	19	-	-	-	6	-	-	-
Total No. of Employees	103	95	2	-	-	6	-	-	-
Percent of Total	100	92	2	-	-	6	-	-	-

TABLE 11
Everett Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	100	99	1	-	-	-	-	-	-
Civilians	38	34	-	-	-	4	-	-	-
Total No. of Employees	138	133	1	-	-	4	-	-	-
Percent of Total	100	96	1	-	-	3	-	-	-

TABLE 12
Framingham Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	110	108	2	-	-	-	-	-	-
Civilians	7	2	-	-	-	5	-	-	-
Total No. of Employees	117	110	2	-	-	5	-	-	-
Percent of Total	100	94	2	-	-	4	-	-	-

TABLE 13
Holyoke Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administrative	28	28	-	-	-	-	-	-	-
Protective	96	90	2	2	-	2	-	-	-
Para Professionals	9	1	2	4	-	2	-	-	-
Clerical/Other	8	1	-	-	-	6	1	-	-
Total No. of Employees	141	120	4	6	-	10	1	-	-
Percent of Total	100	86	3	4	-	6	1	-	-

TABLE 14
Malden Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	134	131	3	-	-	-	-	-	-
Civilians	42	35	-	-	-	7	-	-	-
Total No. of Employees	176	166	3	-	-	7	-	-	-
Percent of Total	100	94	2	-	-	4	-	-	-

TABLE 15
Medford Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	125	120	5	-	-	-	-	-	-
Civilians	44	3	-	-	-	40	1	-	-
Total No. of Employees	169	123	5	-	-	40	1	-	-
Percent of Total	100	73	3	-	-	24	1	-	-

TABLE 16
New Bedford Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	246	210	26	3	-	6	1	-	-
Civilians	43	20	0	-	-	18	5	-	-
Total No. of Employees	289	230	26	3	-	24	6	-	-
Percent of Total	100	80	9	1	-	8	2	-	-

TABLE 17
Newton Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	214	203	8	1	-	2	-	-	-
Civilians	95	12	-	-	-	81	2	-	-
Total No. of Employees	309	215	8	1	-	83	2	-	-
Percent of Total	100	70	2	0	-	27	1	-	-

TABLE 18
Quincy Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	227	223	1	-	-	2	-	-	-
Civilians	124	44	-	-	-	80	-	-	-
Total No. of Employees	351	267	1	-	-	82	-	-	-
Percent of Total	100	76	1	-	-	23	-	-	-

TABLE 19
Revere Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	113	113	-	-	-	-	-	-	-
Civilians	36	3	-	-	-	33	-	-	-
Total No. of Employees	149	116	-	-	-	33	-	-	-
Percent of Total	100	78	-	-	-	22	-	-	-

TABLE 20
Somerville Police Department

Positions	Total	White Male	Black Male	Spanish Male	White Female	Black Female
Sworn Officers	138	133	4	1	-	-
Civilians	20	11	-	-	9	-
Total No. of Employees	158	144	4	1	9	-
Percent of Total	100	91	3	1	6	-

TABLE 21
Springfield Police Department ²

Positions	Total	Total White	Total Black	Total Spanish	Total Other
Chief/Deputy Chief	3	3	-	-	-
Captain	8	8	-	-	-
Lieutenant	18	14	4	-	-
Sergeants	33	33	-	-	-
Patrolmen	357	328	27	2	-
Policewomen	6	5	1	-	-
Police Matrons	6	5	1	-	-
Cadets	20	18	2	-	-
Clerical	19	17	12	-	-
Maintenance	13	9	4	-	-
Other	13	11	2	-	-
Total No. of Employees	496	451	43	2	-
Percent of Total	100	91	9	-	-

² 82 School Traffic Supervisors not listed.

TABLE 22

Waltham Police Department

Positions	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Sworn Officers	140	140	-	-	-	-	-	-	-
Civilians	7	-	-	-	-	7	-	-	-
Total No. of Employees	147	140	-	-	-	7	-	-	-
Percent of Total	100	95	-	-	-	5	-	-	-

TABLE 23

Worcester Police Department

Positions	Total	Total White	Total Black	Total Spanish	Total Other
Officials/Adm.	80	80	-	-	-
Technicians	1	1	-	-	-
Protective Service	286	284	-	1	1
Para Professionals	10	4	2	4	-
Clerical	56	56	-	-	-
Other	23	23	-	-	-
Total No. of Employees	456	448	2	5	1
Percent of Total	100	98	1	1	-

TABLE 24

Employment in Police Departments Serving Population Over 25,000³
Sworn Officers

	Total	Male	Female
Total Number of Employees	8422	8364	58
Percent of Employees	100	99.993	.007

TABLE 25

Massachusetts Department of Corrections

Grades	Total	White Male	Black Male	Spanish Male	Asian Male	Other Male	White Female	Black Female	Spanish Female	Asian Female	Other Fem.
01-05	60	4	-	-	-	-	55	1	-	-	-
06-10	201	83	2	-	-	-	111	3	1	-	1
11-13	256	160	6	3	-	-	74	9	3	1	-
14*	1,028	913	35	17	-	6	48	9	-	-	-
15-19	403	366	9	-	-	4	21	3	-	-	-
20-24	70	62	1	2	1	1	3	-	-	-	-
25 & over	34	24	0	2	3	-	4	1	-	-	-
Total Employees	2,052	1,612	53	24	4	11	316	26	4	1	1
Percent of Total	100	79	3	1	-	1	15	1	-	-	-

*Category 14 - over 90% are Corrections officers.

³Crime in the United States
Uniform Crime Report, 1973 (F.B.I.)

TABLE 26
Boston Penal Institutions

Positions/ CIVIL SERVICE	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Adm./Sup.	9	9	-	-	-	-	-	-	-
Corr./Treatment	104	82	15	5	-	1	1	-	-
Clerical	9	1	1	-	-	4	3	-	-
Other	10	10	-	-	-	-	-	-	-
<u>Positions/ NON CIVIL SERVICE*</u>									
Adm.	2	2	-	-	-	-	-	-	-
Program Director	9	6	1	-	-	1	1	-	-
Professional	27	6	12	-	-	5	4	-	-
Clerical	4	-	-	-	-	1	3	-	-
Protection	1	1	-	-	-	-	-	-	-
Total No. of Employees	175	117	29	5	-	12	12	-	-
Percent of Total	100	67	16	3	-	7	7	-	-

*Includes Boston Offender Service Project, Case Management, Education Project, Community Correction Project of the Roxbury Multi-Service Center, Medical Service Project and Planning Project.

TABLE 27
Middlesex Court, Jail and House of Corrections

	White	MALE Black	Spanish	White	FEMALE Black	Spanish	Total
House Inmates	754	55	29	0	0	0	838
% of Total	89.9	6.6	3.5	-	-	-	100%
House Employees	97	4	1	4	0	0	106
% of Total	91.5	3.8	.9	3.8	-	-	100%
Jail Inmates	1554	148	84	0	0	0	1786
% of Total	87	8.3	4.7	-	-	-	100%
Jail Employees	58	2	2	7	0	0	69
% of Total	84.1	2.9	2.9	10.1	-	-	100%

TABLE 28
Plymouth County Jail and House of Corrections

	Total	White Male	Black Male	Spanish Male	White Female	Black Female	Spanish Female
Correction Officers	46	39	1	-	6	-	-
Administrative & Clerical	20	19	-	-	1	-	-
Total No. of Employees	66	58	1	-	7	-	-
Percent of Total	100	88	1	-	11	-	-

TABLE 29

Worcester County Jail and House of Corrections

Category	Total	Men	Women	Minority	% of Women	% of Minority
Top Management	3	3	0	0	.0	.0
Middle Management	12	11	1	0	8.7	.0
Professional	8	7	1	0	12.3	.0
Technical	7	7	0	0	0	.0
Secretarial	6	0	6	0	100.0	.0
Specialization	19	19	0	0	.0	.0
Security	51	46	5	0	9.6	.0

TABLE 30

Sheriff's Department of Suffolk County

Position	Total	White Males	Black Males	Spanish Males	White Females	Black Females	Spanish Females
Court Officers	84	79	3	-	2	-	-
Jail Officers	100	82	5	1	12	-	-
Other Prof. Staff	29	18	1	1	9	-	-
Technical & Cler.	13	12	-	-	1	-	-
Total No. of Employees	226	191	9	2	24	-	-
Percent of Total	100	85	4	1	10	-	-

TABLE 31

Superior Court of Massachusetts

	Total	White Male	Black Male	Spanish M/F	White Female	Black Female
Total No. of Employees	133	87	2	1	41	2
Percent of Total	100	65	2	1	31	2

TABLE 32

Department of the Attorney General

	Total	Total White	Total Black	Total Spanish
Total Number of Employees	227	213	11	3
Percent of Total	100	94	5	1
Total Males	135			
Total Females	92			

TABLE 33

Massachusetts Parole Board

Grade	Total	White Male	Black Male	Spanish Male	White Female	Black Female	Spanish Female
03	12	-	-	-	10	2	-
04	1	-	-	-	1	-	-
06	10	-	-	-	9	1	-
07	4	-	-	-	4	-	-
08	2	-	-	-	1	1	-
09	3	-	-	-	3	-	-
11	5	2	-	-	1	1	1
12	8	8	-	-	-	-	-
13	2	-	-	-	2	-	-
14	10	4	2	-	3	1	-
15	3	3	-	-	-	-	-
16	2	-	-	-	2	-	-
17	40	36	1	-	3	-	-
18	5	5	-	-	-	-	-
19	2	2	-	-	-	-	-
20	8	7	-	-	1	-	-
22	2	1	-	-	1	-	-
23	1	1	-	-	-	-	-
26	1	1	-	-	-	-	-
Total No. of Employees	121	70	3	-	41	6	1
Percent of Total	100	58	2	-	34	5	1

TABLE 34

Office of the Commissioner of Probation

Grade	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
01-05	22	3	-	-	-	17	2	-	-
06-10	35	6	-	-	-	27	2	-	-
11-14	4	-	-	-	-	4	-	-	-
15-19	4	4	-	-	-	-	-	-	-
20-27	3	3	-	-	-	-	-	-	-
28 and over	6	6	-	-	-	-	-	-	-
Total No. of Employees	74	22	-	-	-	48	4	-	-
Percent of Total	100	30	-	-	-	65	5	-	-

TABLE 35

Probation Officers⁴

Sexual Breakdown only -
Sample of 136 out of 680
Fall, 1973

	TOTAL	MALE	FEMALE
Total No. in Sample	136	115	21
Percent of Total	100	85	15

⁴Sample taken from the draft Final Report of The Board of Higher Education's Criminal Justice Higher Education Master Plan Project, which, as of this writing, has not been finalized, reviewed, or approved by The Board of Higher Education.

TABLE 36

Department of Youth Services

Job Category	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Official/Administrative	55	47	2	-	-	6	-	-	-
Professionals	183	125	6	3	-	44	4	1	-
Protective Serv.	23	19	3	-	-	1	-	-	-
Para-Profess.	408	238	32	3	-	126	8	-	1
Office Clerical	91	11	-	-	-	76	3	1	-
Skilled Craft	13	13	-	-	-	-	-	-	-
Serv. Maintenance	41	34	-	-	-	5	2	-	-
Total No. of Employees	814	487	43	6	-	258	17	2	1
Percent of Employees	100	60	5	1	-	32	2	-	-

TABLE 37

Fall River Community Service Officer Program

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administrators	2	2	-	-	-	-	-	-	-
Professionals	2	2	-	-	-	-	-	-	-
Community Serv. Officers	22	18	1	-	-	3	-	-	-
Total No. of Employees	26	23	-	-	-	3	-	-	-
Percent of Total	100	88	-	-	-	12	-	-	-

TABLE 38

Fall River Youth Resources Agency

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Officials/Administrators	5	3	-	-	-	2	-	-	-
Professionals	11	6	-	-	-	5	-	-	-
Protective Serv.	3	-	-	-	-	3	-	-	-
Part Time	6	-	-	-	-	6	-	-	-
Total No. of Employees	25	9	-	-	-	16	-	-	-
Percent of Total	100	36	-	-	-	64	-	-	-

TABLE 39

Youth Activities Commission - Boston

	Total	White	Black	Spanish	Other
Total No. of Employees	83	50	27	5	1
Males	60				
Females	23				

TABLE 40

Fall River Court Division Unit

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administrators	1	1	-	-	-	-	-	-	-
Professionals	4	3	-	-	-	1	-	-	-
Clerical	1	-	-	-	-	1	-	-	-
Total No. of Employees	6	4	-	-	-	2	-	-	-
Percent of Total	100	67	-	-	-	33	-	-	-

TABLE 41

Boston Legal Assistance Project

Positions	Total	White Male	Black Male	Other	White Female	Black Female	Other
Administrative	3	3	-	-	-	-	-
Attorneys	32	22	2	-	6	2	-
Clerical & Other	39	3	4	-	23	7	2
Total No. of Employees	74	28	6	-	29	9	2
Percent of Total	100	38	8	-	39	12	3

TABLE 42

Worcester C.A.S.E. Project

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female	Vacancies
Total No. of Employees	7	3	-	-	-	3	-	-	-	
Percent of Total	100	73	-	-	-	73	-	-	-	14

TABLE 43

Civil Service Commission

Dept.	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female	Vacancies
Office of the Director	26	4	1	-	-	16	3	-	-	2
Records & Systems	180	6	3	-	-	148	16	-	-	7
Research & Analysis	30	15	3	-	-	11	1	-	-	-
Applicant Testing & Processing	80	10	2	-	-	52	5	1	1	9
Total No. of Employees	316	35	9	-	-	227	25	1	1	18
Percent of Total	100	11	2	-	-	72	8	.5	.5	6

TABLE 44

Fall River Criminal Justice Office

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administrators	1	1	-	-	-	-	-	-	-
Professionals	3	2	-	-	-	1	-	-	-
Clericals	1	-	-	-	-	1	-	-	-
Total No. of Employees	5	3	-	-	-	2	-	-	-
Percent of Employees	100	60	-	-	-	40	-	-	-

TABLE 45

Fall River Criminal Justice Office

Police Management & Support

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Professionals	2	2	-	-	-	-	-	-	-
Total No. of Employees	2	2	-	-	-	-	-	-	-
Percent of Total	100	100	-	-	-	-	-	-	-

TABLE 48

Mayor's Safe Streets Act Advisory Committee (Boston)

	Total	White Male	Black Male	Spanish Male	White Female	Black Female	Spanish Female
Total No. of Employees	35	16	-	3	10	2	4
Percent of Total	100	45	-	9	29	6	11

TABLE 49

Mass. Committee on Criminal Justice

	Total	White Male	Black Male	Spanish Male	White Female	Black Female	Other Female
Total No. of Employees	85	37	6	1	30	10	1
Percent of Total	100	44	7	1	35	12	1

TABLE 50

Southeastern Massachusetts Regional Co-operative
Police Training System

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administratives	1	1	-	-	-	-	-	-	-
Professionals	2	2	-	-	-	-	-	-	-
Admin. Assistant	1	-	-	-	-	1	-	-	-
Total No. of Employees	4	3	-	-	-	1	-	-	-
Percent of Total	100	75	-	-	-	75	-	-	-

TABLE 46

Fall River Planning and Research Unit
Fall River Police Department

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Administrators	2	2	-	-	-	-	-	-	-
Part Time	1	1	-	-	-	-	-	-	-
Total No. of Employees	3	3	-	-	-	-	-	-	-
Percent of Total	100	100	-	-	-	-	-	-	-

TABLE 47

Massachusetts Police Institute

	Total	White Male	White Female
Total No. of Employees	8	7	1
Percent of Total	100	87	13

TABLE 51

Worcester Community Service Officers

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Total No. of Employees	11	4	3	3	-	-	-	1	-
Percent of Total	100	37	27	27	-	-	-	9	-

TABLE 52

Worcester Police Service Aids

	Total	White Male	Black Male	Spanish Male	Other Male	White Female	Black Female	Spanish Female	Other Female
Total No. of Employees	45	25	2	1	-	15	1	1	-
Percent of Total	100	56	4	2	-	33	2	2	-

TABLE 53

SUFFOLK COUNTY DISTRICT ATTORNEY'S OFFICE

Position	Total	White Male	Black Male	Spanish	Other	White Female	Black Female	Spanish Female	Other Female
Administrative	5	5	--	--	--	--	--	--	--
District Attorney, Assistant to Special D.A.	64	60	2	--	--	2	--	--	--
Clerical	87	36	1	--	--	47	3	--	--
Total # of Employees	156	101	3	--	--	49	3	--	--
Percent of Total	100	65	2	--	--	3	2	--	--

END