

American Renaissance

There is not a truth existing which I fear, or would wish unknown to the whole world.

— Thomas Jefferson

Vol. 5, No. 10

October 1994

The Chicago Police Exam

First Promotions Since the Abolition of Race Norming

Ninety-six percent of those who pass are white. Racial hysteria ensues.

by Marian Evans

The city of Chicago has spent the summer working itself into one of the finest racial frenzies in years. The heaving and frothing have been as stupid as they were inevitable but they have called attention to something very important: The city actually took a stand for sanity, *despite* the sustained braying of every black and Hispanic who could find a soap box.

Beneath the rococo frills that are always part of late-20th-century race relations, the story is really quite simple. After years of blatant racial preferences in the hiring and promotion of police officers, the city of Chicago finally gave a test for police sergeant that was fair. And it stuck to the results.

It is no easy job, devising a fair test that can weather the charges of racism when whites, as they invariably do, outperform non-whites. The administration of Mayor Richard Daley therefore went to astonishing lengths to ensure that the 1994 sergeant test was beyond reproach. First, it took the entire procedure of test-making and administration out of the hands of the police and the politicians so as to avoid any possibility of favoritism. At a cost of *well over \$5 million*, the city hired a top-flight consulting firm, Barrett and Associates, to devise the test, and the accounting firm of Arthur Anderson to administer it.

The consultants interviewed 124 Chicago sergeants—46 of them non-white—as part of their project to devise the fairest, most objective test

possible. Once it was complete, Arthur Anderson treated the test papers like plutonium. All employees involved with the project had to sign sworn confidentiality agreements and



to affirm, under penalty of perjury, that they had no relatives on the Chicago police force. Advance copies of the test were kept in a secured cage in a secret warehouse, under 24-hour guard.

To make sure that no one got a head start on preparation, Chicago police

The city actually took a stand for sanity, despite the sustained braying of every black and Hispanic who could find a soap box.

were all told on the same day when the test would be and exactly what it would cover. Four thousand seven hundred candidates took the test.

The results, announced on July 22nd, would not have been much different if the city had asked the Ku Klux Klan to grade the tests: 96 percent of the 114 top scorers, eligible for immediate promotion, were white. There were two Hispanics in the top group and three blacks, two of whom were women.

The last time Chicago minted new sergeants was in 1985. Then, of the 458 promoted, 26 percent were black and nine percent were Hispanic. That year, as in previous years, scores were "race-normed" to ensure that non-whites were promoted in proportion to their numbers on the force. Race norming appears to have improved the chances of black promotion ten-fold: 26 percent in 1985 as opposed to 2.6 percent in 1994.

Righteous Indignation

This time, of course, blacks worked themselves into a fury of righteous indignation. One alderman, John Steele, unbosomed this carefully-considered opinion:

"They [the promotions] are done on who you know and not what you know. People are controlled by people who are not minorities, and they look out for themselves and kick minorities to the curb."

"It's business as usual," said Patricia Hill, president of the African-American Police League; "The objective is ultimately to eliminate African Americans from any positions of decision-making on the job." She also explained that blacks had failed the test because the questions were from "a white world." One black lady police officer said she had not even

Continued on page 3



Letters from Readers

Sir — I just received the issue with the Samuel Francis cover story. Once again, I raise the question, "Therefore what?" Our situation stinks. You've made that point. If we do nothing, it gets worse. You've made that point, too. So?

What would *AR* have us do, for Heaven's sake? The time for kvetching is past. Where do we go from here? I don't mean to be overly critical, but surely *AR* is not just a genteel crybaby, forever moaning about the demise with no clue about how to stop it.

Mayer Schiller, Monsey, N. Y.

Sir — The article in the September *AR*, "What Race Were the Pharaohs?" is misleading with respect to the Israelites in that it makes assumptions that are theological rather than historical.

Aside from the Bible there is no evidence that the Israelites ever entered Egypt or that they left in a mass exodus and conquered Canaan. Whether King David had fair skin or whether his son, King Solomon, had a huge harem (which, if we are to believe I Kings 11:1, may have included the daughter of the king of Egypt), or whether either of these two men existed outside the imaginations of the writers of the Bible is a matter of conjecture, not history.

As the Italian scholar, John Sarbini has written, "Down to the present day, for reasons that can easily be imagined, the Jewish tradition has exercised such a theological or even psychological pressure that it has conditioned even historical research,

which only very recently . . . has begun to release itself from the fetters in which it has been bound."

Ed Novak, Massapequa Park, N.Y.

Sir — In the September issue Thomas Shorter suggests in a letter that "no one really knows the cause of white suicide." Surely, it is the media that control what we think. Those who control the media orchestrate a consistently anti-white message that is destroying us.

The point of no return is fast approaching. It remains to be seen if our people value life and liberty over television ball games and situation comedies.

Harry Dace, Houston, Tex.

Sir — In a September "O Tempora" item, you mentioned the troubles that Ben Chavis was having as executive director of the NAACP. As your readers must know, Mr. Chavis has been fired, ostensibly for using NAACP funds to pay for a secret and expensive settlement in a sexual harassment case. It has not been widely reported, but three days before the board of directors took action against Mr. Chavis, it agreed to use NAACP money to settle a similar case against another board member.

Harriet Diles was, for three years, advertising director for the NAACP magazine, *Crisis*. She brought a sexual harassment suit against Gentry Trotter, who is the publisher of the magazine and a board member. She claimed that the NAACP as an organization was guilty of a longstanding "policy and pattern of [mis]conduct,"

and sought \$2 million in back pay and damages. The amount of the settlement has not, to my knowledge, been made public.

Sarah Chandler, Baltimore, Md.

Sir — It made me angry to read your "O Tempora" account of Jorge Mas Canosa's remarks, in which he coolly points out that Cubans have kicked white people out of South Florida and therefore have no reason to fear that the United States might exercise undue influence over a post-Castro Cuba. I had never heard of Mr. Mas before, but soon after learning about him in *AR* I read in the newspaper that he is busy telling President Clinton how to manage America's Cuban policy!

How much lower are we expected to bow to our conquerors? Our President appears to be taking orders from a man who boasts about displacing white people. As, I believe, *AR* has pointed out in the context of similarly frank statements by our dispossessors, we cannot claim that we were never warned.

Allan Hulder, Shreveport, La.

Sir — Thank you for sending me a sample copy of *American Renaissance*. I am having trouble taking possession of it, though, because the mail room has confiscated it. It has given the following reason:

"The June 1994 issue of *American Renaissance* [the cover story is about race and crime rates] is a danger to the safety of an individual(s) or security of the institution."

I am seeking a remedy through the offender grievance program.

Ronald McKinney, Westville, Ind.

Sir — I have finally received the tapes of the Atlanta conference. I have listened to all of them and am greatly encouraged. I now know that our very best people are discussing our problems openly and are offering leadership. This is the best news I have heard in a long time.

Long live *American Renaissance*.

Larry NeSmith, Thomasville, Ga.

American Renaissance

Samuel Taylor, Editor
Thomas Jackson, Assistant Editor
Marian Evans, Contributing Editor

American Renaissance is published monthly by the Jefferson Institute. Subscriptions are \$20.00 per year. For first class postage, add \$8.00. Subscriptions to Canada (first class) and overseas (surface mail) are \$30.00. Overseas airmail subscriptions are \$40.00. Foreign subscribers should send U.S. dollars or equivalent in convertible bank notes. Back issues, \$2.50 each.

Please make checks payable to: American Renaissance, P. O. Box 1674 Louisville, KY 40201. Facsimile: (502) 637-9324

Continued from page 1

bothered to take the test because "I know the odds are stacked against me."

A black Chicago congressman, Bobby Rush, accused the Daley administration and the police department of "flagrantly and shamelessly" practicing racial discrimination. Black senator Carol Moseley-Braun joined another black congressman, Mel Reynolds, (as well as a white senator, Paul Simon) in urging the city to find some other way to promote officers. Hispanic aldermen accused Mayor Daley of breaking his promise to hire more non-whites, and complained about unspecified "cultural impediments" in the test. Some black

Mayor Daley made many of the spineless gestures expected of whites but he refused to budge.

aldermen accused the white officers of cheating, or of getting advance copies of the test. Alderman Ed Smith called for lie detector tests for Arthur Anderson employees to see if any had leaked the questions to whites.

The Puerto Rican Police Association denounced the test, as did the Mexican American Police Organization. The Chicago chapter of the National Organization of Black Law Enforcement Executives demanded that the city find an alternative to the "unfair" test, and the African-American Police League threatened to break away from the Fraternal Order of Police and establish an all-black labor union. The city informed them that would be illegal.

Despite this chorus of wailing, Mayor Daley refused to budge. The test, he said, was fair, and ever since the Civil Rights Act of 1991, the city was forbidden to fudge the scores the way it used to. He did, however, make many of the spineless gestures expected of whites under these circumstances. He claimed to be "as frustrated as anyone by the results"—an odd complaint for someone who said he thought the test was fair. He even wrote a newspaper editorial boasting about the large numbers of non-whites he has hired. No one seemed to wonder how thumping great crowds of blacks and Hispanics were going on the payroll when only a handful could pass the city's latest and most excruciatingly fair test.

When it began to sink in that the mayor was not going to invalidate the test, astonished black politicians started casting about for ways to force him to. First, they tried to call a special meeting of the board of aldermen to repudiate the results. Mayor Daley managed to persuade enough of his supporters to boycott the meeting, and it failed to establish a quorum. Black aldermen then held hearings, during which they grilled the people who made and administered the test, hoping to find traces of racism. Even these experts in detecting white wickedness could find none.

Blacks turned to the federal government. Congressman Bobby Rush called on Attorney General Janet Reno to look into whether the test violated civil rights laws. He threatened to vote against President Clinton's crime bill, which would provide money for law enforcement, if she did not. "I cannot and will not vote for a crime bill that will give Chicago more

means with which to discriminate," he explained. The Justice Department promptly began a review.

What did whites have to say? For the most part, they moaned piously about how it really was very, very sad that non-whites had done so poorly, but they kept mum as to why. Colum-

What the Officers Said

With everyone from Mayor Daley and police superintendent Matt Rodriguez on down expressing "disappointment" with the test results, how do the officers who passed the test feel? A few spoke to reporters, but only on condition of anonymity.

White Woman: I thought this was going to be legit, finally. No quotas. No political involvement. Now this. The city officials says they are "disappointed" in the results. What does that mean? Have they ever met any one of us? No. Are they "disappointed" because they didn't get in the people they wanted? Are they saying this to cover their political [butts]?

Non-white: This test was based solely on the general orders [police regulations] and the law. How you can say that an internal exam based on those two things is culturally or racially biased is ridiculous. . . . If you don't understand the general orders or the law and how it applies to police work, what good are you as a sergeant?

Those of us who are minorities and in the class have been congratulated. But the whites now are living with the suggestion that they got there by cheating. Now you talk about fairness. That is really unfair.

White Man: What the law is, that was this test. Cut and dried. No bias in it. It's what we are supposed to know as police officers. The federal investigation into this test is a waste of time. Look at every question we were given, and show me one racially biased question.

White Woman: If I had the questions in advance, why did I pass with flying colors and my husband who is a police officer flunked and so did my partner? Don't you think I would have shared it with them? ●

Antics Elsewhere

Chicago is hardly the only city to discover the awkward fact that whites get higher test scores than blacks or Hispanics. The search for "solutions" to the "problem" of test bias, often ordered by busy-body federal judges, is rich in tragi-comedy.

In 1989, New York City decided it could eliminate bias if it got black and Hispanic police officers to help write the sergeant test. They had exclusive power to throw out all questions they thought were biased. Two percent of the blacks who then took the test passed, and 95 percent of the people promoted to sergeant were white. Blacks and Hispanics howled and filed suit.

New York was briefly taken with the idea that pencil-and-paper tests were all, somehow, biased against non-whites, and produced a video version of the police test. This was enormously expensive, failed to narrow the gap in pass rates, and produced more law suits.

One way to get rid of test bias is to make a test so easy that anyone can pass it. New York City's Sanitation Department indulged in a huge waste of time with a test on which 23,078 applicants out of 24,000 got perfect scores. The department then hired all the non-whites it wanted, claiming correctly that they had all gotten the highest possible score.



The prize for ingenuity, however, goes to the Houston Fire Department. In 1991, it gave a 100-question test with a passing grade of 70. Whites got better scores than non-whites. The department then went over the test papers and threw out questions that non-whites were more likely than whites to get wrong. The reasoning was that if there was a performance gap it could only be because the questions were biased.

Twenty-eight questions were duly eliminated. The result was that 32 people who had originally passed were now declared to have failed: 24 whites, four blacks, three Hispanics, and one Asian. Thirteen people who had originally failed were now found to have passed: five blacks, four Hispanics, and four whites.

Eight non-whites were knocked off the pass list and nine added to it, for a net gain of one. There was a net loss of 20 whites who, along with the non-whites who were bumped from the passing list, were hopping mad. It was plain hard luck for the non-whites who got the right answers to questions that were supposed to be "biased" against them, and pure good luck for the four whites who got wrong answers on questions that were supposed to be "biased" in their favor.

Some day, sanity will drift back to these cities, too. •

nist Mike Royko ventured the view that blacks failed the test because most of them attended Chicago's public schools, which are miserable.

The *Chicago Tribune* cleared its throat and decided that the test, admirable though it might be, was just not the right way to choose sergeants. "Non-objective, unquantifiable elements—the stuff we commonly call 'chemistry'—come into play," it said. The editorial admitted uncomfortably that it was precisely to eliminate non-objective evaluations that written tests were introduced in the first place, but felt sure that broader evaluations would fill the force with non-white ser-

geants. Blacks and Puerto Ricans will presumably be found to be brimming with "chemistry." Of course, back in the days of racial quotas, the *Tribune* seemed to think that pencil-and-paper tests were just fine.

One white police officer, quoted anonymously by Mr. Royko, voiced perhaps the only explanation for the results that was even faintly unorthodox:

"The poor performance by minority group members is a direct result of affirmative action and selective promotions in the past. Maybe these officers believed they didn't have to prepare as much and score as well

because they'd get promoted regardless."

No one in the entire city seems to have breathed a word about genetics or racial differences in IQ. As it always does, the obvious explanation hung over the debate like a great, black cloud, but everyone pretended not to see it. *U.S. News & World Report*, in an article about the fracas, conceded that a few people might think that the problem was genetic, but this idea never appears to have gotten into print in Chicago itself.

Even so, it is significant and encouraging that despite this huge controversy over nothing, the city stood firm. It took \$5 million and a summer of hand-wringing and hot air to get essentially the same promotions the city would have gotten 30 years ago, before the reign of racial idiocy—but Chicago has achieved what may be its first real merit promotions in decades.

It is likely to have more. The same firm that designed the sergeant test, Barrett and Associates, has been at work on other tests for the city.

The firm has made a name for itself as a purveyor of objective tests, but the eponymous Mr. Barrett explains that when it comes to race, nothing is yahoo-proof. "I've been in litigation since 1973 and the issue is always the same—black officers who believe that they have been discriminated against," he says. So far, his company has been sued in Akron and Columbus, Ohio, but the tests have been proven in court to be unimpeachably objective.

A Useful Dustup

In the long run, high-profile dustups like this are enormously useful. Only the most gibberingly liberal whites do not understand that the city could not have tried harder to make the test objective and fair. Stripped of the protection of the jiggery-pokery that passes for "equal opportunity," blacks performed miserably and everyone in Chicago knows it.

Everyone in Chicago also knows that whenever a black or Hispanic could get near a microphone he belted about "bias" and "racism." Unlike the usual "racism" story—blacks spout nonsense, whites whimper sympathetically, and the story disappears—this one was on the front page long enough for even the boneheads to

see that black "leaders" were frauds and scoundrels, snout to tail.

This is all excellent news. Every time a well-publicized, rigorously objective test throws a harsh light on the black/white performance gap, the more receptive the country becomes

to the genetic explanations that will eventually prevail. Every time blacks and Hispanics work themselves into a roaring lather over imaginary "racism," the more immune to future accusations the average white becomes.

Chicago may have taken its first, hesitant steps towards redemption. •

Miss Evans would like to thank a Chicago subscriber for his help with this story.

Thinking the Unthinkable

Richard McCulloch, *The Racial Compact*, Towncourt Enterprises, 1994, 135 pp., \$7.95 (soft cover)

Whites must choose between separation and oblivion.

reviewed by Thomas Jackson

Seldom are the long-term prospects for the white race considered honestly and dispassionately. To do so requires keenness of vision and a willingness to pursue ideas even to their most unpleasant conclusions. In *The Racial Compact*, Richard McCulloch calmly describes the choices we face: establish a new, moral form of racial consciousness or become extinct.

To begin with, Mr. McCulloch reminds us that reproductive isolation was the single necessary condition for the development of racial diversity. It was only because they lived in separate, isolated groups that humans diverged into races and subraces. If these groups had remained separated, they would have evolved into different species, but this process was arrested by migration and intermixture.

The last century or so has brought an unprecedented rise in intermixture, thanks to advances in transportation. The end of geographic separation has created multi-racial societies that are now celebrated, at least in formerly-white countries, as good and inevitable.

As Mr. McCulloch points out, even though multi-racialism is touted as an affirmation of diversity, it destroys racial diversity, and does so in two ways. One is interbreeding. Most people choose mates of the same race, but those who do not will have children

who have lost the unique features of their parents' races.

If it were widely practiced, interbreeding could obliterate racial distinctions in just a few generations. The most vulnerable races are those whose traits—like the fair hair and light eyes of whites—are genetically recessive. Consistent interbreeding could eventually produce a nearly uniform mass of humanity.

At the same time, even if there were no interbreeding, multi-racialism would eventually abolish diversity through simple displacement. Mr. McCulloch reminds us of Gause's Law of Exclusion, according to which different groups of animals that have the same physical requirements cannot coexist for any length of time in the same habitat. "All but one," explains Mr. McCulloch, "eventually become extinct."

There is no doubt as to which race, under present multi-racial circumstances, would become extinct. Whites (or "the Nordish," as Mr. McCulloch calls them, to distinguish northern Europeans from Turks, Arabs, and others who are often called "white") are already only a ten percent minority of the world population and account for *only five percent* of the world's births. Even in their traditional European homeland they are being displaced by migrants from less successful societies. Mr. McCulloch draws the only possible conclusion:

"If their commitment to multi-racialism . . . remains unchanged, and

recent demographic trends in immigration, differential birthrates and racial intermixture continue, one can project that by the year 2100 the remnants of the native Nordish populations of northwest Europe will be too small to constitute a viable continuation of their previous existence. They will be effectively extinct."

In North America, where intermixture and displacement are further advanced than in Europe, effective extinction could come even sooner.

What has put these gruesome trends in motion, and what can be done about them? Clearly, the multi-racialism that portends extinction for whites has been permitted and even encouraged by them. Mr. McCulloch quotes a statement made by the Dutch Minister of Education and Science in 1989:

"I think that the Dutch will in the long run disappear. The [immigrant] ethnic groups' population growth is much faster than that of the Dutch. . . . The white race will in the long term become extinct. I don't regard this as positive or negative. Apparently we are happy with this development."

This statement is unusual only because a government official has logically (and cheerfully) described the long-term consequences of current policies. Most proponents of multi-racialism would never admit that government policies will lead whites to extinction; most would probably not admit it to themselves.

For those who do see the future clearly, and who do not cheerfully accept the prospect of extinction, Mr.



Endangered . . .



. . . subspecies?