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Progress elusive on minority hiring

Utica becoming diverse faster than city government's workforce

By DAN MINER
Observer-Dispatch

Posted Jan 23, 2010 @ 11:00 PM

UTICA — The numbers don't lie: The faces of the city's workforce are still mostly white.

An O-D review showed that the number of minorities working for the city has nearly doubled in the last 15 years, but that the rise has barely kept pace with its rapidly changing demographics.

And, both then and now, the percentage of people of color working for City Hall remains well below their representation in Utica's population:

* Between 1995 to 2009, minorities on the city's payroll increased from 4 to 8 percent of the total workforce.

* At the same time, the percentage minorities making up the city's roughly 58,000 residents has risen from 13.7 percent to roughly 24 percent.

In other words, nearly 1-in-4 Uticans is a minority, but barely 1-in-12 city employees is one.

Race issues have been pushed into the limelight in the city recently, as two legal actions have claimed harassment by police.

The results of the review came as no surprise in some neighborhoods of the city, where a history of lagging employment for minorities has bred frustration.

"It's not good at all," said Earlene House, a black resident who lives on Brinckerhoff Avenue in Cornhill. "There's lots of things white people get to do in Utica that black people can't."

But change has been difficult to come by, said city Mayor David Roefaro, who added that he's tried to promote city employment "in all sections of the city."

"The makeup of city government was here long before I ever became mayor," he said.

Yet of 47 full-time city positions that opened in 2009, only three went to people of color.

That's 6.4 percent of the openings, or less than the current makeup of minorities in city government and roughly only one-quarter the proportion of minorities in the city's population.

What do the statistics mean? One expert says they indicate a "striking" trend in Utica.

"It does seem unique," said Rick Su, associate professor of law at the University at Buffalo Law School. "The usual distribution is that minority representation is pretty good in local government or government in general."

But another, Christine Nazer of the federal Equal Employment Opportunity Commission, said they're "not very illuminating."

Some minority groups have larger-than-average households that skew the statistics, she said.

In other cases, the overall minority population might have large numbers of children and retirees who would not be in the work force.

The O-D's review was based on federal forms the city must submit and U.S. Census Bureau statistics. The calculation of minorities does not include Bosnians, a refugee group whose members are considered white, as are other European groups.

Nor do the figures include appointed, elected and part-time city workers.

Is there a problem?

On the streets of Cornhill, some say an application at City Hall isn't worth the time.

"Lots of guys have applied there," said Sherman Drive resident Nathaniel Sessams, a black man. "It bothers everyone."

Oneida County Legislator William Hendricks, a Cornhill-based Republican, said he's heard quite a few complaints from constituents about city jobs.

He said he has no knowledge of whether Roefaro's administration is reaching out to minority communities.

Roefaro said he's done his best - pointing out that police officers and firefighters are hired based solely on civil service scores. He also said he promoted Joan Harris, a black woman, from a part-time to a full-time attorney dedicated to working on codes issues.

Roefaro also had hired an employee, Dick Frank, to recruit minority workers. That position was erased after a budget crunch.

The mayor now says he promotes city jobs to minorities through his Dine-Around program and through meeting with the city's different racial and ethnic groups.

"I've been trying to change it," he said. "I've done all the things I could possibly do. But sure it's a challenge."

The issue is a familiar one - but it can also be traced to the credentials of those seeking jobs, said Sam Jones, president of the Oneida County NAACP.

"Some people do not know how to prepare themselves for employment," he said. "Appearance, resume and being professional is very important. There have been workshops in the past and others to come to teach these things."

Cornhill Common Councilman Jerome McKinsey, a Democrat, said he was confident if there is an issue that Roefaro would take care of it.

"I think we're always going to hear that not enough people are employed," McKinsey said. "Times are real tough. Jobs are becoming more scarce."

Cause and effect

The traditional cause of a discrepancy in minority hiring is the difficulty groups find in gaining a foothold in a certain occupation - thus leaving them without references or a network to jobs, Su said.

Another traditional cause is patronage, but Su said he isn't familiar with Utica and can't draw any definitive causal relationships.

The pending arrival of Black History Month in February comes at a time when racial tensions in the city have been pushed to the forefront.

Both Casey Stuckman, owner of the former Marix Club on Park Avenue, and Stephen Patterson, proprietor of the former Pistol Pete's bar on Nichols Street, have filed or begun to file lawsuits against the city claiming harassment by police.

And local attorney Leon Koziol plans taking those cases and other testimonials to the U.S. Department of Justice in the hopes they will launch an investigation into the city for an alleged history of civil rights abuses.

City attorneys have welcomed the investigation and said there is no merit to Koziol's claims.

Comments (33)

berthabutt10

5 days ago

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Progress equally elusive in finding qualified minority candidates for all jobs -- public or private sector.

Nana

5 days ago

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How many minorities have their High School Diploma and are fully qualified to fulfill positions that are available in City Hall? I'm sure, that not only City Hall would hire them but so would private businesses. The key is NOT whether or not discrimination is being done, but whether or not ALL applicants are fully qualified for any job openings that might exist.

kettle

5 days ago

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Minorities would have a better chance at getting hired if they were friends or family of Roefaro.

madspartan

5 days ago

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Report Abuse

Nana,

You speak with forked tongue. You should know that in Utica qualifications mean nothing. LaBellaGate ring a bell? There unquestionably is discrimination going on in Utica and Oneida County hiring practices. You can't have it both ways Nana!

Mememe

5 days ago

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LaBellaGate-lol!

Seriously:

It says a lot when the local leader or the NAACP says that not knowing how to apply and look presentable for a job or interview- and whose job is that? And why don't the minorities know? In fact, why wouldn't anyone know that? Sounds more like that actual problem lies within the life skill education we all gained from our parents- don't today's parents care about their kids finding a job and working to support themselves????

Isn't self-respect and respect for others taught anymore to the youth of this city? Respect is not you on trigger end of a gun, and it is also not you skipping school and expecting someone else to carry you through life: get some self respect and get a job doing anything- worked for me when I was 16 and I haven't stopped since.

As far as jobs go: the whole country is feeling the pain, not just minorities- better to stick to education and quite the dreams of rapping, playing sports or just hanging out talking on your cell because that doesn't cut it, and that goes for everyone not just minorities. If any minorities feel as though they are being treated unfairly, seek out those minorities that work presently within as the city and ask them how they obtained their jobs- might do you some good and others some good also.

Bottom line- use common sense and be proactive in obtaining that job within the city you want- you never know.

With that being said- Madspartan you are right: there is unquestionably discrimination going on within this city and county!

leopard88

5 days ago

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Report Abuse

Mememe - I won't dignify some of racist laced comments in your letter with a response. I will however speak on behalf of myself and the hundreds of other minorities who have gotten educated and done the smart thing.....got the hell out of Utica.

I didn't leave Utica because of it's lack of fairness with regard to hiring for city jobs. I've never had the desire to work for the city of Utica. My goal was to get good grades, work hard and find a place where I and my family could feel like we were a part of something. Don't get me wrong, some of my fondest memories as a child were growing up in Utica. My parents were not the parents you spoke of who don't care about their children and who they will become. My parent taught their children the value of going abroad and seeing how other people live and not judging anyone by their skin color or what was seen on the local news. I took this with me when I left my parent's home and as a result I am content today.

With these values I was never away from home because home is inside me. I'd prefer to live in a place where success is based on what I know and have learned and where people of all races are allotted opportunity. This is what is missing from your local government. This is what is responsible for the overall decline of the city of Utica. Other cities are learning this lesson and as a result they are progressing. Citizens need to see themselves represented in all aspects of government.

To continue to use the lame excuse that minorities only want to rap, play sports and talk on cell phones as a means of justifying unfair hiring practices in local government will only add to the slow agonizing decline that is Utica, NY.

Signed:

Former Utican

Lilsureshot

5 days ago

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I am a black man and I know that where there's smoke, there's fire! If the young brothers (and sisters) I know can't get hired it's because they want to play the fool and the gangsta rapper and pants around their butt. I am a prominent black businessman and I would not even want to hire these wanna-be's! They scare me and they scare my customers and clients! They need to wake up, get off that welfare and food stamps, stay in school, clean themselves up, stop naming their kids with these STUPID pseudo 'African' names like Shauntavious and Marquavious and get a clue to reality.

Mememe

5 days ago

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leopard88, please do not accuse me of being a racist- I am no such thing. If your goal was to get educated then 'get the hell out of Utica' why even comment? Read the last statement in my post and again, you call me a racist or making racist comments? I do believe that many other youth other than minorities want to play sports, rap and talk on cell phones all day, not just towards minorities or as you would be saying i was referring to balck youths of our area. Obviously you have an ax to grind or you can not see beyond your own narrow view- those are your problems not mine.

Have you been to Utica lately? Have you looked at success rates of all students in Utica? In New York? In the Country? I suggest you quite living in make believe land- that would be where ever you moved to and face facts: not only minorities have one parent families, have attitude towards knowing how to dress or know how to respect others- IT'S EVERYWHERE AND EVERYONE.

Lastly, and again- I never justified the cities or the county's hiring practices- again, read my last statement.

To accuse of saying I was talking about Utica's black youths: If you feel the need to comment about me then get your facts straight, because your accusatory comments show your lack of both education and tact of any sort. If you want to point a finger at anyone, I suggest looking into a mirror and looking deep into yourself... posting telling everyone your 'success' story does nothing to help the situation nor does trying to make a problem about what someone else posts. You sir, are the problem that exists- causing unrest and trouble instead of trying to offer some sage advice.

Signed,

Still in Utica, glad you left.

jgrobinson

4 days ago

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Very Scary Subject, participate and risk being labeled, I will give it a try anyways.

Utica does have a serious Old Boy Club problem but that's not anything new and it doesn't just eliminate Minorities from Hire, if your not in the 'Family', Forgedabout it...

Over the last 15 years, thousands of people have left CNY following the Factories, Construction Jobs and running away from the taxes and fees; Majorities, Minorities, Old and Young. I think it would be safe to assume that most of those who left seeking higher wages had both an advanced Education (Professional Trade or Degree) and some resettlement dollars to get them started elsewhere. Our higher Education provides a fabulous world workforce and you still need money for a one way ticket anywhere but here!

If NY doesn't become business and taxpayer friendly nobody is going to have a job, that's a different subject but still the same one, don't get me started on it, I digress!

So that leaves the rest of us and all things being equal, they never are!

Is a New Hartford education the same as Proctor or Madison Central, not even close? Do you honestly believe that the majority of Howard Ave's brightest or the Town of Augusta's top 10 will ever compete on the same field for Higher Education, Administrative, Managerial and Political Positions when they always start out so far behind the beautiful people.

I do, they can compete and they can succeed but not without parents and guardians that care, sacrifice and prove it everyday. Family members provide the single greatest support and influence for both success and failure. It's not raciest to say that when you compare the Successful with the Failed, upbringing most often separates the two not Class, I don't need to name them all, I couldn't even begin to do justice to the endless list of Minority Hero's, Scientists, Mentors, Politicians, Business owners..., you know who they are, you've read about them in your history books and newspapers and see them every single day; If you don't recognize them you blind!

Successful Diversity Citizens in this countries past and present are dishonored by the assertion that they could not achieve the dream because of their Birthright. It's certainly no easy task and means refocusing our energy on the children instead of the boob tube, shopping malls and other useless distractions.

I was lucky enough to serve in the most diverse workforce in the world for 21 years, Thu US Army! 'We is all Green', that's a fact, no room for Bigots carrying machine guns. Mostly kids from poverty and a bit above that but 99% of them ready to cover their battle buddies *** without notice no matter what color their skin or dialect in their voice, did you notice who is doing the lions share of relief in Haiti, Nuff said.

It all can be done, if you work hard and have the right battle buddy, in this case its the parent!

eastutican

4 days ago

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so commenters here make broad, unqualified and stereotypical observations about African Americans, that they are stupid and lazy and lack initiative, and a 'prominent black businessman' tosses in his typical, broken record two cents about African Americans being gangsta rappers and this is not racism ??

in which dimension must one exist to live in a society where for 400 years African Americans were legal or economic slaves, subject to property laws or jim crow, and where you can see, in every city, housing and schooling and employment discrimination and segregation ... and this is, we are confidently told, a product of the inherent nature of African Americans and this is NOT racism ??

oh, I know you are allergic to reading and resistant to facts, but fact is there would be less racism if our population was better educated about our history, about how we came to have legal rights, about how cities actually originate, grow and decay.

it is the bigots who are lazy and dumb as dirt, to anyone who has any knowledge of how the City of Utica operates, has operated and will for the foreseeable future operate, the facts in this story are self-evident, to use this story as a springboard to express what can only be understood as racist stereotypes is, sadly, fairly traditional behavior for too many 'whites' and that vocal group of reactionary African Americans who neither understand their own history nor have any empathy for anyone who is poor and unskilled in an affluent, postindustrial country.

Lilsureshot

4 days ago

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Report Abuse

eastutica...unfortunately it's YOU that's tossing in the typical broken record. Jim Crow?! Segregation?! YOU need to get in touch with reality. If anyone is segregating themselves it's the young brothers and sisters that feed the stereo type. If there is a stereo type for anything then there is always something on or just underneath the surface that feeds it! Take a look at the news. The face of crime is a black face and the face of the bulk of the inmates in prison is black. I'm sad to say, but I see it. And until MY people (not yours) smarten up, throw off the yolk of the media shoving that image of a gansta with an over active libido, pants on the ground, image, then the young brothers and sisters will continually feed the stereo type. Statistics prove my point. Just take a look at the prison population. It wasn't racism that made that young brother sling that crack rock! It wasn't racism that makes the young sister the highest statistic of being a teen having a child out of wedlock.

Lilsureshot

4 days ago

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Jim Crow and Segregation are history and it's a crutch that needed to have stopped being used long ago!

resident4057

4 days ago

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If your not Italian, your chances of getting a job with the city is slim...very slim! If you are Italian, you get a 10 point preference on all city civil service exams.

whitesborojoe

4 days ago

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Get used to these hit pieces from the good old OD. Every Sunday till the next mayorial election the OD will treat us all to a hit piece about the mayor.

Rains to much, the mayors fault, snows to much, the mayors fault. Yankees start out slow next year the OD will tell us it was the mayors fault.

jgrobinson

4 days ago

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Eas-chutican,

You are an enabler of failure, a perpetrator of propoganda and no friend to the poor of any race or background. You would have citizens believe that it is better to talk than to listen, better to let others solve their problems than teach them to solve their own, it is well meaning voices like yours that take their personal power away . You offer nothing except lame excuses and no future for those that you say that you champion.

Jim Crow is dead and so is your Fatalist attitude!

Lilsureshot

4 days ago

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Report Abuse

Right ON, jgrobinson!

JDW

4 days ago

Report Abuse

You must be logged in to report abuse.

Report Abuse

So glad I left this pathetic excuse of a place. Enjoy your sinking ship.

Facient35

4 days ago

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Report Abuse

I am white but would readily admit that the city government's employment demographics are wrong. Moreover, this is not just a black versus white issue, although Utica also did NOT make the progress it needed to make when the demographics were largely just black and white. There is a greater diversity hiring need among all people of the city irrespective of their background. But, when the mayor regularly hires underqualified friends, when the fire chief insists on mixing (christian) religion and state by placing Happy Birthday Jesus signs in front of taxpayer buildings in a society that is defined by separation of church and state, and where a large

percentage of the people who pay his salary are not christian, there are problems. Especially when this same fire chief has publicly espoused homophobic views -- setting up an environment of accepted intolerance. This city's leadership requires a major overhaul and turnover. The mayor's attempt at abdication ('people were hired before I got here') shows his complete and arrogant lack of caring and understanding of the fact that when you create an insider's club of unqualified cronies and when you permit members of city administration (i.e., your fire and underqualified police chief) to regularly practice discrimination, your outcome will be stagnation, lawsuits, population and industry loss, and the employment demographics of Utica's government. Mr. Mayor, you may not have started it, but you are directly responsible for the underperformance and lack of diversity picture that exists today and you are contributing to making it worse. Diversity typically results in greater performance and innovation. Is it no wonder Utica is stagnating? This mayor then also has the audacity to pull a discrimination card on the OD for himself.....he's the supreme discriminator of anyone outside of his own ethnic group, irrespective of their race, and meanwhile he hired an expensive HR steward. Did this person develop a diversity strategy for city hiring and retention? Where is it?

jgrobinson
4 days ago
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Right back at Ya Lilsureshot!

unclestubbs
4 days ago
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Lilsureshot, you are right on. You seem to have a firm grip on the issue at hand, and it is interesting hearing it from the point of view of a black businessman. This article really belongs in the editorial section, as it is an opinion. The real problem with the hiring in city hall is not based on race, but rather nepotism. If people are not on the family plan, they are not involved in local government. This problem, arguably lies with voters. If Utica is comprised of 24% minorities as the OD argues, a sizeable population is remaining disengaged in elections. I know that many of the eligible voters in minority communities are not voting, and are indeed clueless with many civil matters. This problem is largely due to the issues I discussed in the Proctor article. It is not racism. The school system is required by law to provide a 'Free, Appropriate Public Education' (FAPE). See article 504 of the Rehabilitation Act of 1973 and IDEA (updated 2004). While these laws were designed primarily for students with disabilities, they do apply to all students.

The point is that all students, white and minority are in the same schools, with the same teachers, using the same books in the same classrooms. Whether or not students take advantage of that education is a result of the attitude brought to school by students and parents. It is not the fault of employers that certain individuals choose not to take advantage of educational opportunities that are required by law. Additionally, legislative reverse-racism gives minorities further educational opportunities and is essentially making non-minorities second class citizens in institutions of higher learning. In one California High School in Berkely, a proposal has been made to make cuts to the science program because it is 'too white.' Substitute the word white with black and see how uncomfortable you feel.

The problem is that we are not basing achievement on the individual's desire to succeed, but rather on the collective ability of a specific race. Of course, this IS racism. Many people (primarily on the left) do not believe that this is racism because it is strictly for the benefit of minorities. I have spoken to several members of the black community both at work and in college and they find this insulting. Essentially, they argue that it causes people to believe they can not achieve based on their own ability and merit, but only with the help of forced hiring and quotas. I do not believe that an employer would base decisions on race if a candidate for a position will benefit their company. It does not make financial sense.

unclestubbs
4 days ago
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Eastutican, you're views are entirely backward and are racist in themselves. From reading your comments, it appears that you favor the concept of the White Man's Burden. I would not be surprised if you have a large picture of a white hand holding a small black hand in your home. First you are making the broad assumption that anyone who believes that people should be hired based on their qualifications for the position are somehow ignorant, illiterate morons. While I will not argue that this is the case with many in city hall, it is not the case for most of the business community. The people doing the hiring would not be in those positions if they were ignorant.

The difference between people like you and people like me is that I believe people should take advantage of their education to advance their lives. People like you believe that going to a diversity forum and establishing quotas will solve the problem - and that somehow hiring people based on the color of their skin is not racist. I can gauran-damn-tee you that white bigots are not hanging out in classrooms and in black homes shouting, 'Don't read that book, you might learn.' If many parents (in every community) made at least some effort to promote their childrens education, society would be in a far better position. My parents did all they could to ensure that I took my education seriously. Both of my parents still work full time. The problem here is that many parents simply do not care, at all. In fact, there is an issue in cities where parents tell children, if you get disrespected you must fight.

As a society, we have done all that is legally possible and more to ensure people recieve an education and have opportunities. Discrimination is illegal, and culturally unacceptable in America. Our society has opened the door for every person to get an education. Whether people decide to walk through that door is up to them. You can lead a horse to water...

rankcon
4 days ago
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WHITE PEOPLE also have trouble getting a city or a county job. In Upstate New York, it's all about who you know and what family you are related too. Generally, you have to be ***ITALIAN*** to obtain a city, state, or county job. Especially if you're talking about a leadership or a management position. This is why many of the BEST AND BRIGHTEST whites and blacks leave Utica, never to return.

liskater99

4 days ago

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has it occurred to anyone here that when the Mayor says the problem existed before his time, ts because the majority of people in city hall are in a union. they cannot easily be fired to make room for minorities or even for his cronies.

unclestubbs

4 days ago

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Liskater, if what you say is true, it is further evidence of how once useful unions are causing more problems than solutions.

ZK7TIGER

4 days ago

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I retired recently from an organization of whom I dont speak for so will not identify here. Our union pushed management hard to actively seek qualified minority applicants and we accomplished that task. We did not, however, come close to achieving our goal of diversifying our work force. Primarily because so many non-minority, as well as minority applicants, fail to gain security clearances due to bad credit resulting from large credit card debt. There is no way to get around a security clearance issue. So what do you do about that in a community that has been in recession for years?

Facient35

4 days ago

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Liskater99: The following are a sampling of non-union positions that were all filled by the mayor. Don't even attempt to blame the unions, which readily welcome diversity given their existence in a world of declining membership and relevance, for why the mayor has failed to step up. A small sampling of the inner circle of non-diverse senior mayoral appointees: Trevisani, Sullivan, Kupiec, Angelo Roefaro, Dan LaBella, etc. Was there not one woman? One black? One Hispanic from which the candidate pool could have been assessed? One person from a different ethnic group (or family or personal circle) than his own? It is pitiful that the mayor points to a part to full time conversion of a mid-level minority staff attorney as his commitment to diversity . Where is the diversity in leadership positions, all of which tend to be non-union and don't have the alleged restrictions you are describing Liskater99?

silasiii

4 days ago

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First of all let's understand something. The lack of minority hiring didn't start with Mayor Roefaro. Now according to this article Mayor Roefaro has tried to promote city employment in all sections of the city. I've been trying to change it, he said. I've done all the things I could possibly do. But sure it's a challenge. Reeecealy I find that difficult to believe. If we all remember when Mayor Roefaro took office He demoted the only black foreman the dpw had. According to the article that was written about that demotion. The demotion was not performance based but was a cost cutting maneuver. If I'm wrong someone please correct me. Edwina Bowens who is employed by the codes dept. is the only black codes enforcement officer and I believe at least two more have been hired since Mayor Roefaro took over and both were white. He also put a white person in the position of codes supervisor. As far as Counselman Jerome Mckinsey's confidence in the mayor What is this confidence based on? What people of color need to do is unite, take the civil service tests when they're being given and for those jobs that don't require a civil service exam we need to go to city hall in droves and fill out applications. The NFL has the Rooney rule we need legislation requiring any employer whether it be public, or private sector to interview a certain percentage and hire people of color. It's pathetic that in 2010 we still have to have laws to force employers to do the right thing.

Msrich5823

4 days ago

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What I find interesting about some of these posts is that there seems to be an attitude that all you have to do is take the civil service exam, apply and everything comes up roses. I am a civil servant. I work for the state, though, not the city. But rest assured, the hiring practices of our localities is consistent from the bottom to the top. I am the ONLY minority in my office: have been for over 10 years. I have seen at least 100 people come through our doors for interviews, quite a few of whom were minorities. NONE of them were hired. I even recently witnessed an unqualified white woman who is 3 people from the bottom of our seniority list, who coincidentally also scored in the 70ish range on her promotion test, be catapulted past 3 people (1 who has over 30yrs tenure) for a position she doesn't have the experience for, because of who her cronies are. I attended one of the most prestigious engineering schools in NY & the country, and have recently returned to school to further my education even more because I see that in this area, he WHO you know is rapidly outdoing the WHAT you know. I also know that the young black woman, Ms. Bowens, wh was spoken of who is a codes officer happens to have more education than anyone else in the code department, Commissioner included. She has a master's degree, and think it is fair to note that she, who is extremely qualified, had in the past shown interest in moving up to a highr position during the last mayoral administration, only to be shunned because of her personal acquaintances with some who are not considered 'friends of the city'. Let's nt be naive, people. Until or unless you have been on the receiving end of the treatment that some very qualified, law-abiding, educated minorities have experienced, you would be wise to not simply dismiss the FACT that these practices do still abound in Good Ol Utica. Simply because some like the black businessman do not have that as their experience, does not make the instances where it does happen irrelevant. The easier task it always to blame the person who has been wronged. How much more effort would it take to actually address the problem and do something about it. Talk is cheap. For the writer who said Jim Crow is dead...in its originally enforced state, maybe...but just as the world itself has evolved a bit, so has old Jim...he's just taken off his overalls, put on a suit and 'talks real nice-like'...excuse me--'speaks so eloquently'. It take more than changing laws to change a mindset.

NewYorkCentral

4 days ago

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To be honest, if I'm in trouble and I call the cops, I don't care if the officer who shows up is purple, as long as he or she is COMPETENT, QUALIFIED and HONEST.

Msrich5823

4 days ago

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...and impartial. Would hate to have been Mr. Stuckman...bleeding with a gunshot wound, then thrown to the ground, while the person who shot me is standing only feet away--completely unattended--still holding the loaded gun they shot me with.

jgrobison

3 days ago

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Mrsrich5823, I don't believe Lilsureshot said he never personally experienced Bigotry or Prejudice, his point was that in spite of the idiots, he and many diversity citizens succeed and others can also.

He is however cognoscente of the facts, Young Americans of Diversity Decent are a majority of those filling our jails, committing violent crimes and raising multi-generational Government Dependent citizens.

Your educational prerequisites sound impressive and I congratulate you on your motivation and drive. I also thank all of those who encouraged your choices, don't stop now, encourage others to follow your lead. P.S., NY may not be a great location for an Engineer, we don't build anything here any more!

After plying my Technical Trade in a Liberal Arts University for the last 16 years, I realize I'm a Minority by most descriptions. I was raised by a Single Parent on a teachers salary with my two siblings in a Poor Rural District, I have no advanced degree, Army Veteran, Hetero Male and I'm Conservative! Talk about a Minority, yet I thrive and thoroughly enjoy the interaction I have with everyone there. I also own my own Growing Small Business, it's the American Dream.

Note I said Diversity not Minority, Minority is not relevant, as others have pointed out, the majority of Utica and even surrounding areas really don't reflect any one Race, Religion or demographic, this is the proverbial melting pot.

Nepotism, Cronyism, and just plain Old Boy Networks are however alive and well and living in many Government agencies, nothing new here, Sooner or later they will all succumb to Alzheimer's and retire.

Nobody denies the injustices that have been perpetrated by Dictators, Monarchy's, Communists and every other form of Government from the beginning of time, surely our short US history is no exception. We need to stay ever vigilant to ensure it has no place in our publicly funded entities for exclusionary practices of any kind, that's a no Brain-er.

The greatest hope for our Country is to encourage, support and challenge our youngest minds to succeed not remind them daily of the failures of our Fore Fathers.

UTNY

3 days ago

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i don't see a problem if there aren't any qualified black candidates for city jobs. why hire them if they are not qualified...thats called reverse discrimination. how about focus on reining in the cost of government and de-regulating as an effort to create a long awaited healthy business environment to foster job growth/creation. stop worrying about the state and local governments providing jobs. government is not intended to provide jobs...if you think it is then go move to Russia

aaransgram

3 days ago

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This has been the only interesting thing in this rag of a paper.

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