

# Some Elements of Institutional Forces that shaped Black earnings before 1940

William E. Spriggs

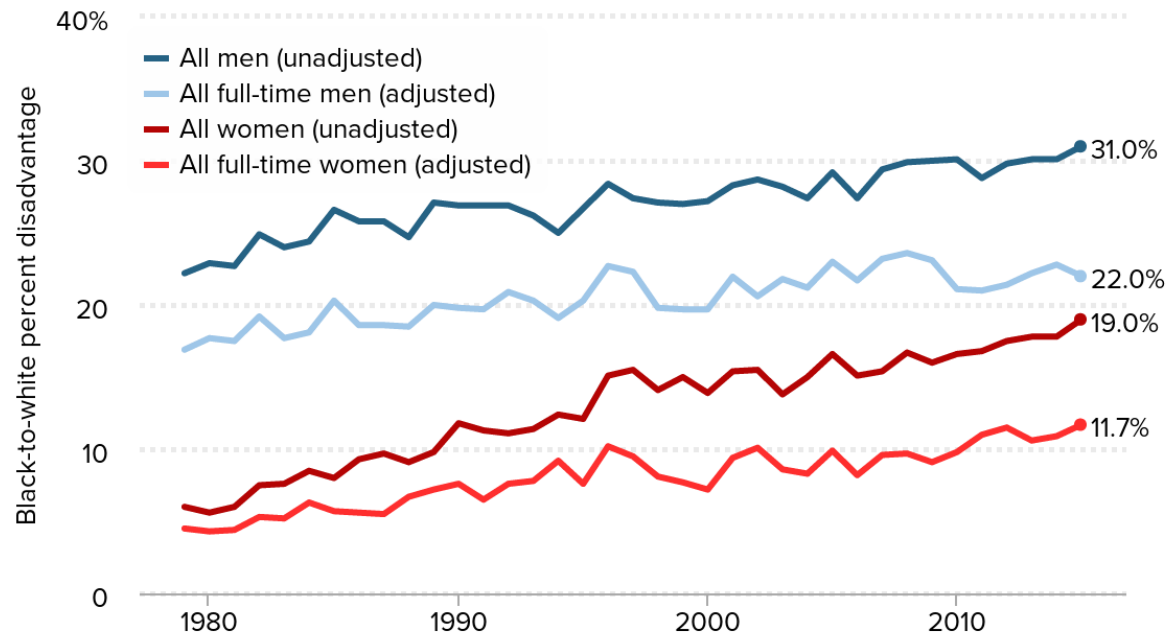
Department of Economics, Howard University

And

Chief Economist, AFL-CIO



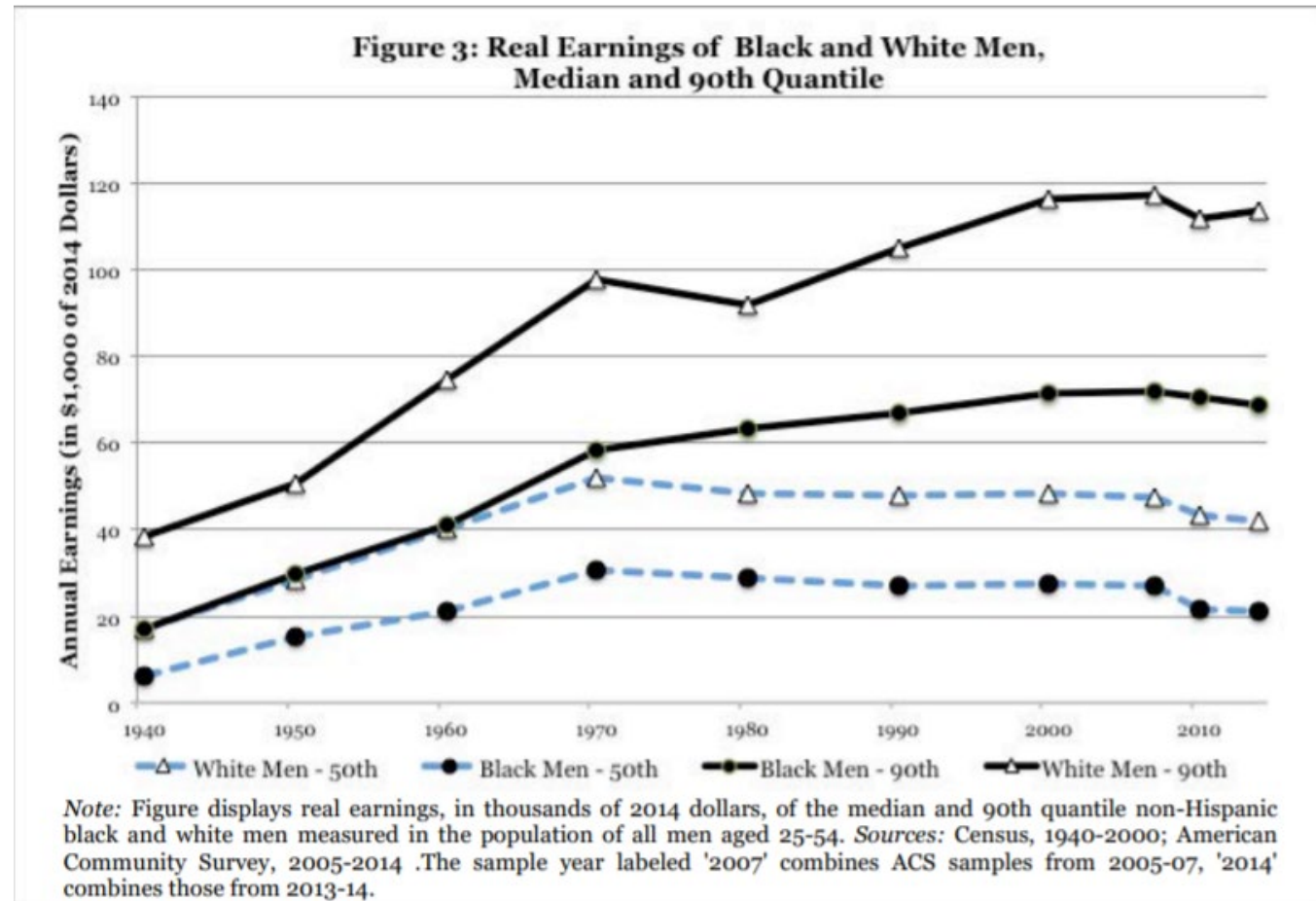
## Average hourly black-white wage gaps, by gender, 1979–2015 (adjusted and unadjusted)



**Note:** The adjusted wage gaps are for full-time workers and control for racial difference in education, potential experience, region of residence, and metro status.

**Source:** EPI analysis of Current Population Survey (CPS) Outgoing Rotation Group microdata

Economic Policy Institute



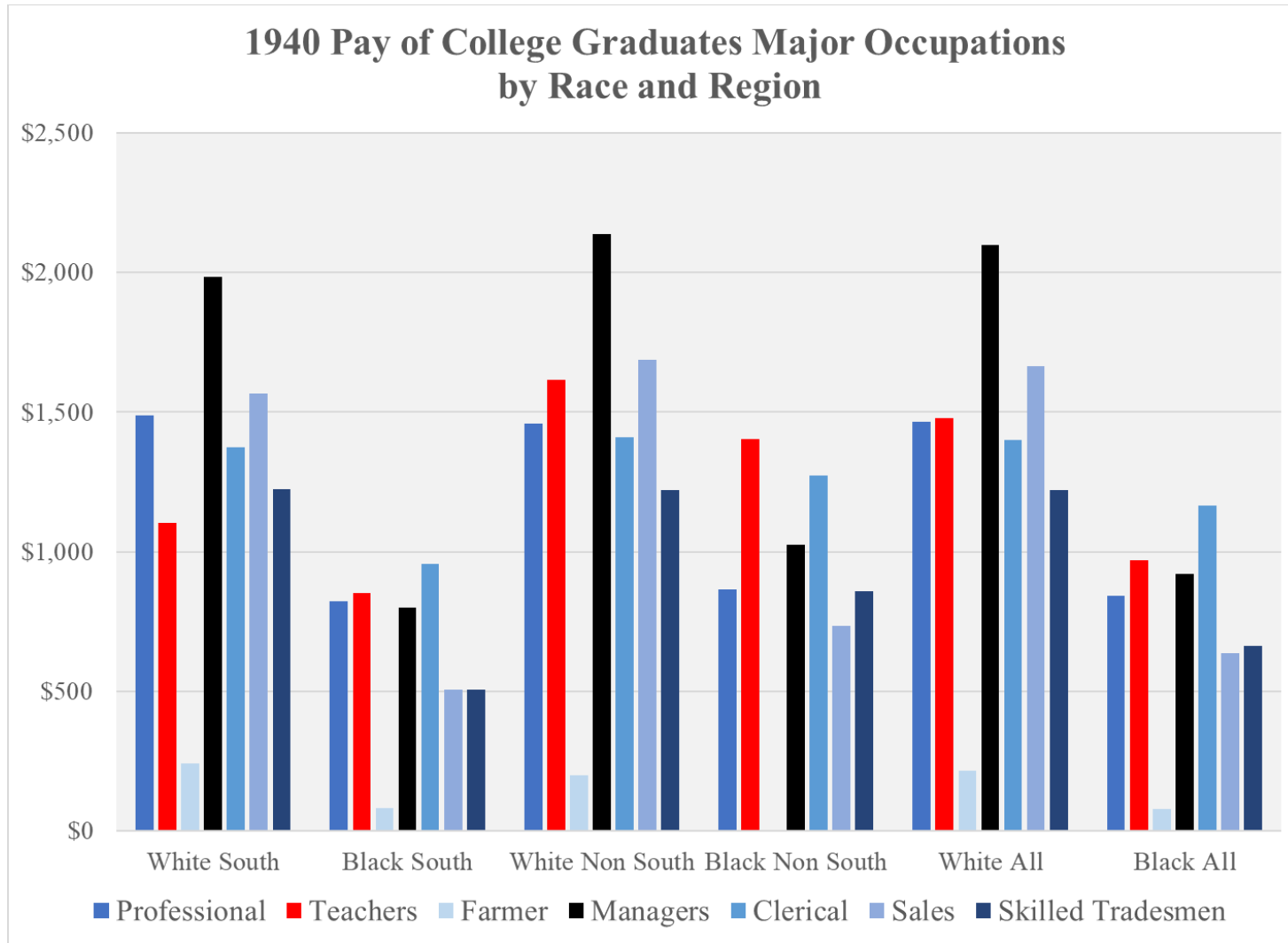
Source: Patrick Bayer and Kerwin Kofi Charles, “Divergent Paths: A New Perspective on Earnings Differences Between black and White Men Since 1940 , The Quarterly Journal of Economics, 133 (August 2018) 1459-1501

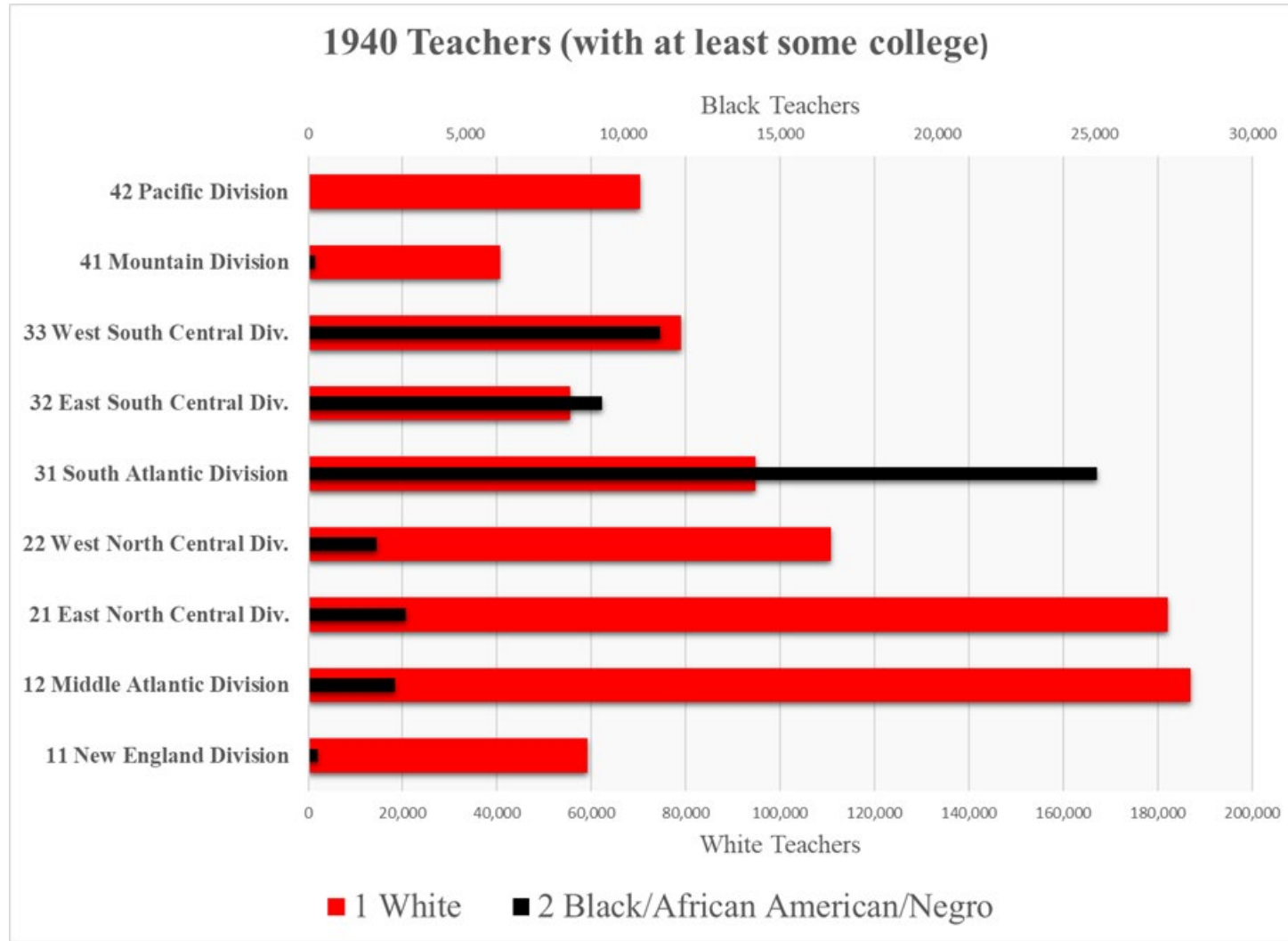
# The Concentration of Black teachers in the South

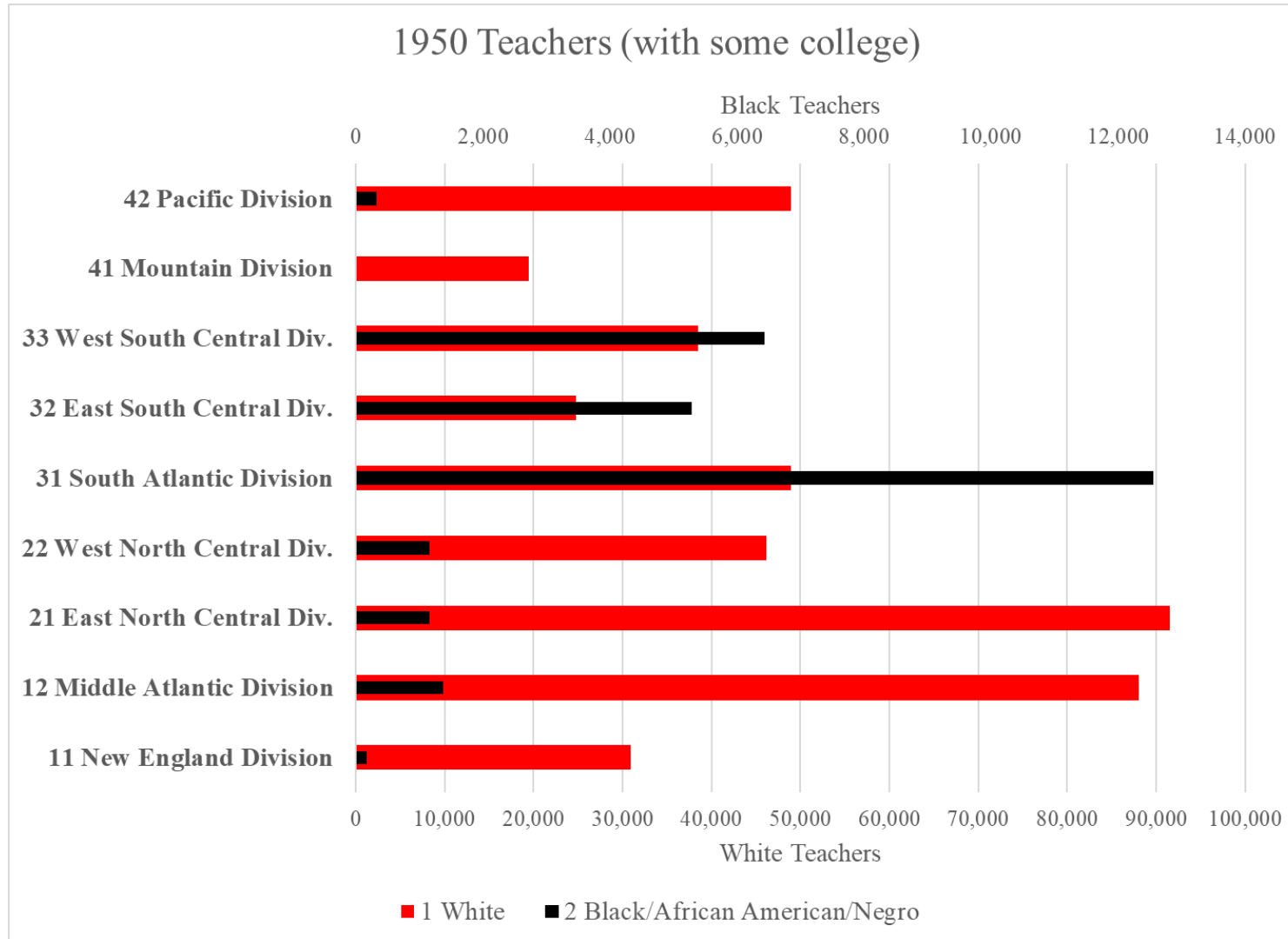
In 1940

- 75.9% of Black teachers with a bachelor's degree taught in the South
- 28.3% of all Blacks with a bachelor's degree were teachers in the South

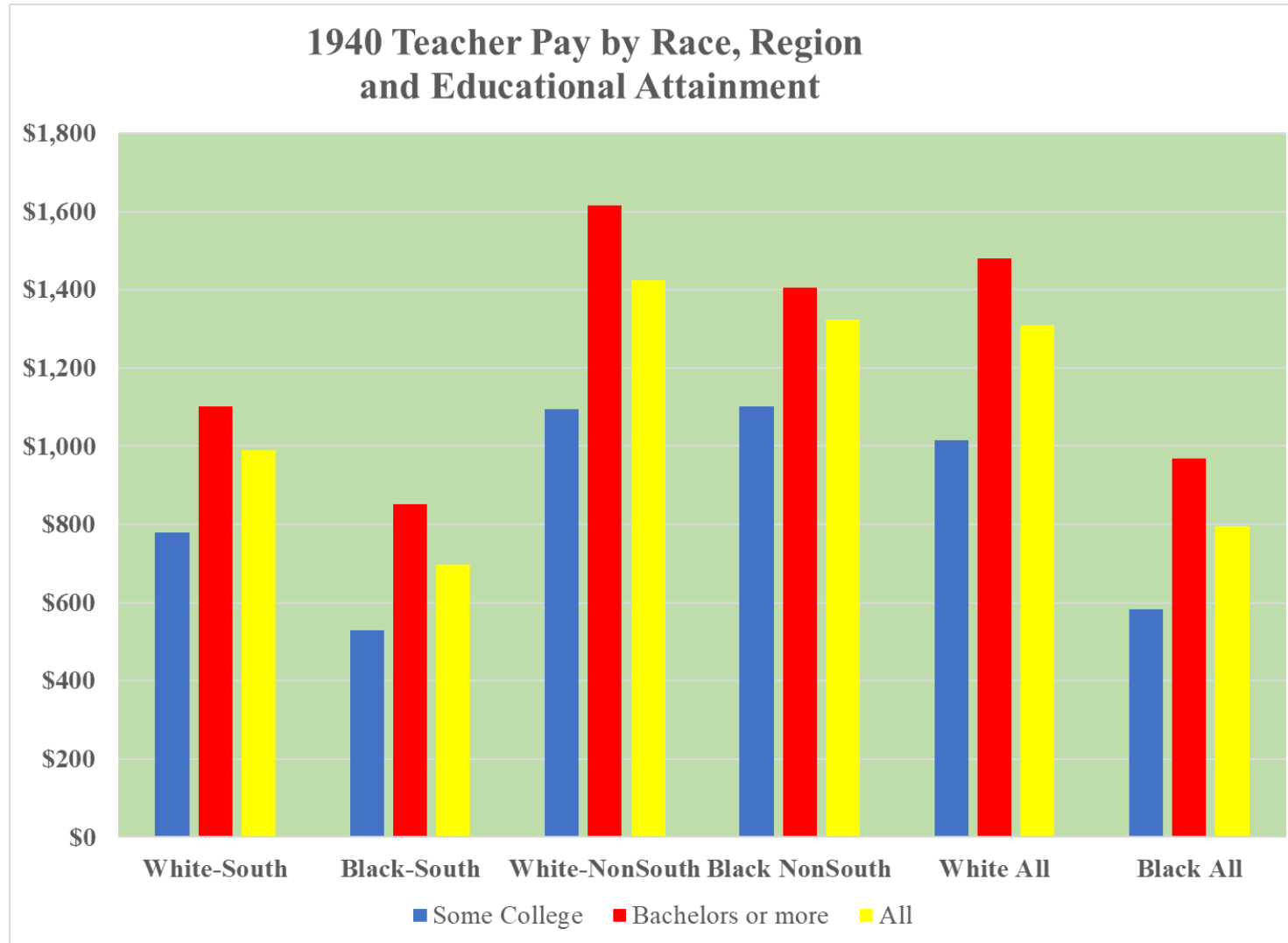












# Equal Pay Case, Aline Black, then Melvin Alston and NAACP fight Norfolk School Board

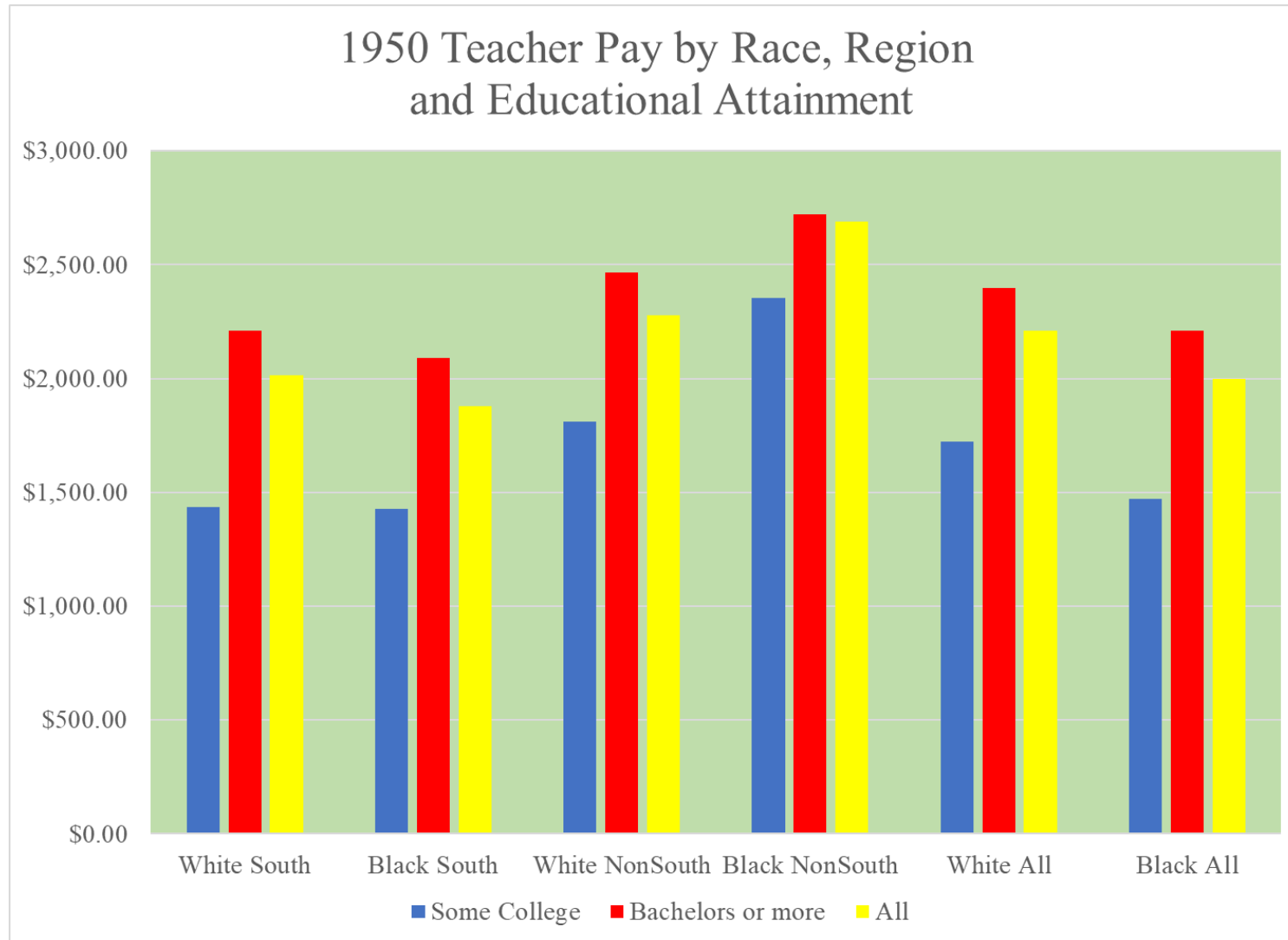
Aline Black

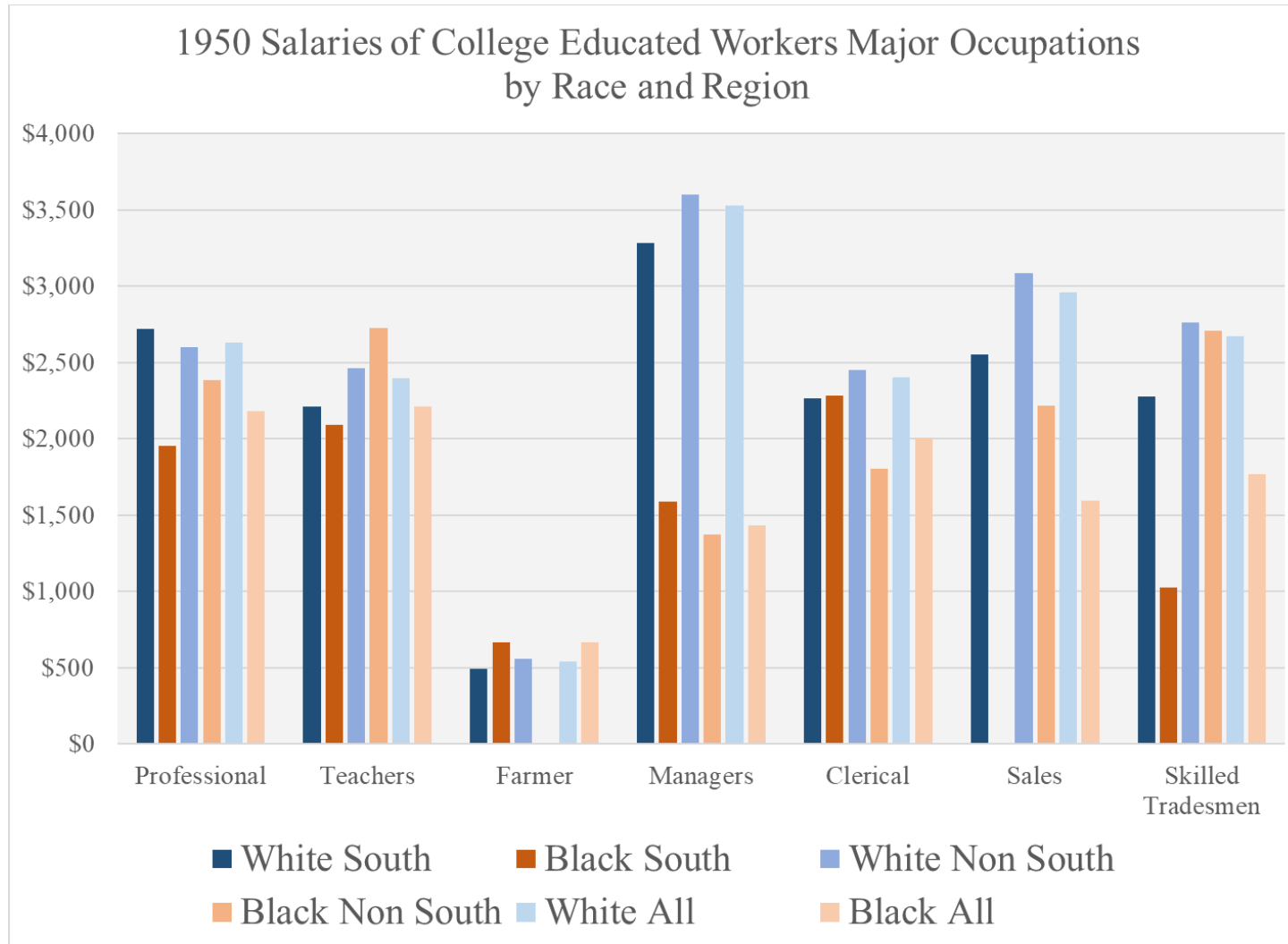
Thurgood Marshall, Leon Ransom, William Hastie, Oliver Hill



Page 2 of 3

LIBRARY of VIRGINIA  
Education and Outreach Division





CONTACT TO THE DES IN

Secondary Principals	
Walter B. Besley	\$13,310
Elmer C. Betz	15,080
Edward G. Bigot	13,310
Raymond D. Bishop	13,310
Melvin J. Bowen	15,080
Earl Bridgewater	12,060
Donald R. Emanuel	13,310
Bruce Gardner	12,900
Gareid L. Jackson	14,250
Victor E. Mastin	13,620
Carl Millsap	12,380
Warren W. Nixon	13,620
Chester W. Pratt	13,000
Charles D. Rowley	14,140
Lacey D. Spriggs	11,650
Wendell Webb	13,310
Donald M. Wetter	14,980

Elementary Principals	
Don Brubaker	\$12,170
Kathryn E. Christian	12,170
Violet L. Coldren	12,170
Peter J. Cunningham	11,860
James L. Daugherty	12,480
Olive Devine	11,080
Pherrin C. Dowell	12,170
Harry D. Elder	11,440
Jack Gibbons	11,490
Patience Guthrie	12,170
Larry Hardy	10,400
Howard Hart	10,400
Mildred E. Kaisand	11,860
Robert W. Langerak	12,480
Cecil E. Leonard	12,480
Herbert C. Levenick	12,170
Lorene Lightfoot	12,170
Nadine Machesney	12,170
Lorraine McFadden	12,170
Jerry Mills	11,800
William Molleck	11,080
Eleanor Murdock	11,080
Florence Murphy	12,170
Paul D. Pace	11,860
LoRetta Patrick	12,170
Clarence I. Pease	12,170
G. Irene Perkins	12,170
J. Daniel Priest	10,760
J. Kenneth Rankin	12,170
V. Lorraine Reed	11,860
Lorena Riebhoff	12,170
Lydia M. Rogers	12,170
Richard D. Rose	11,080
Kenneth E. Rouse	12,170

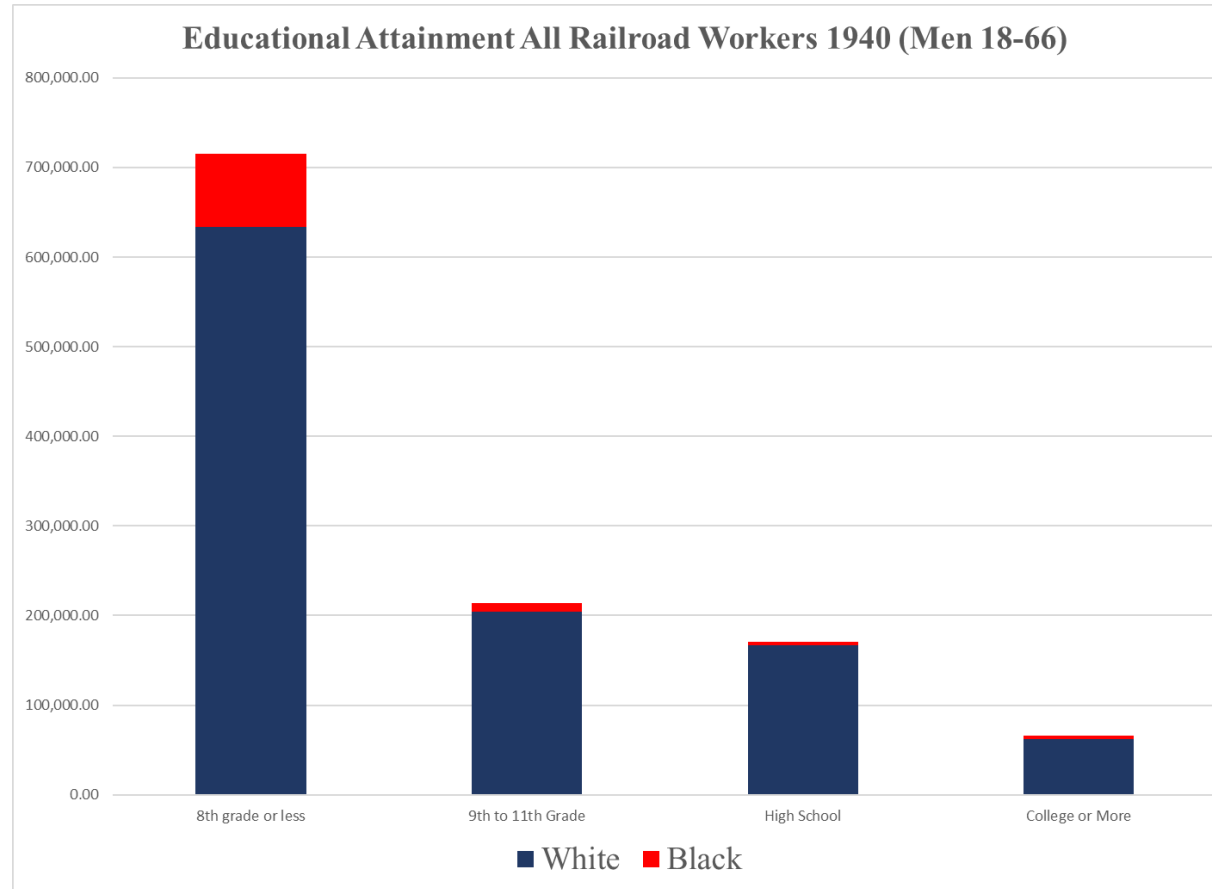


Department of Economics

HOWARD UNIVERSITY

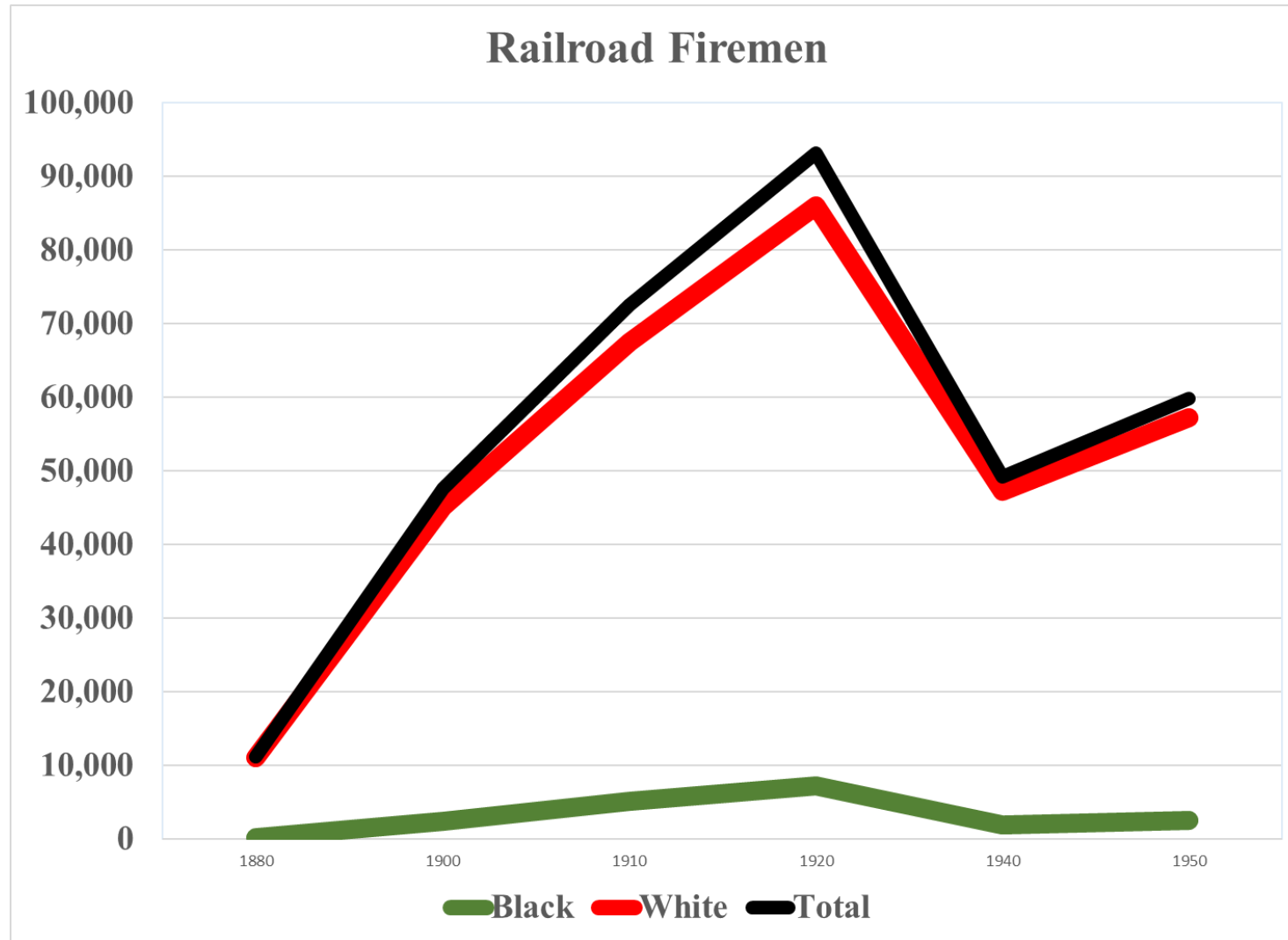


# Railroad workers as of 1940 Census

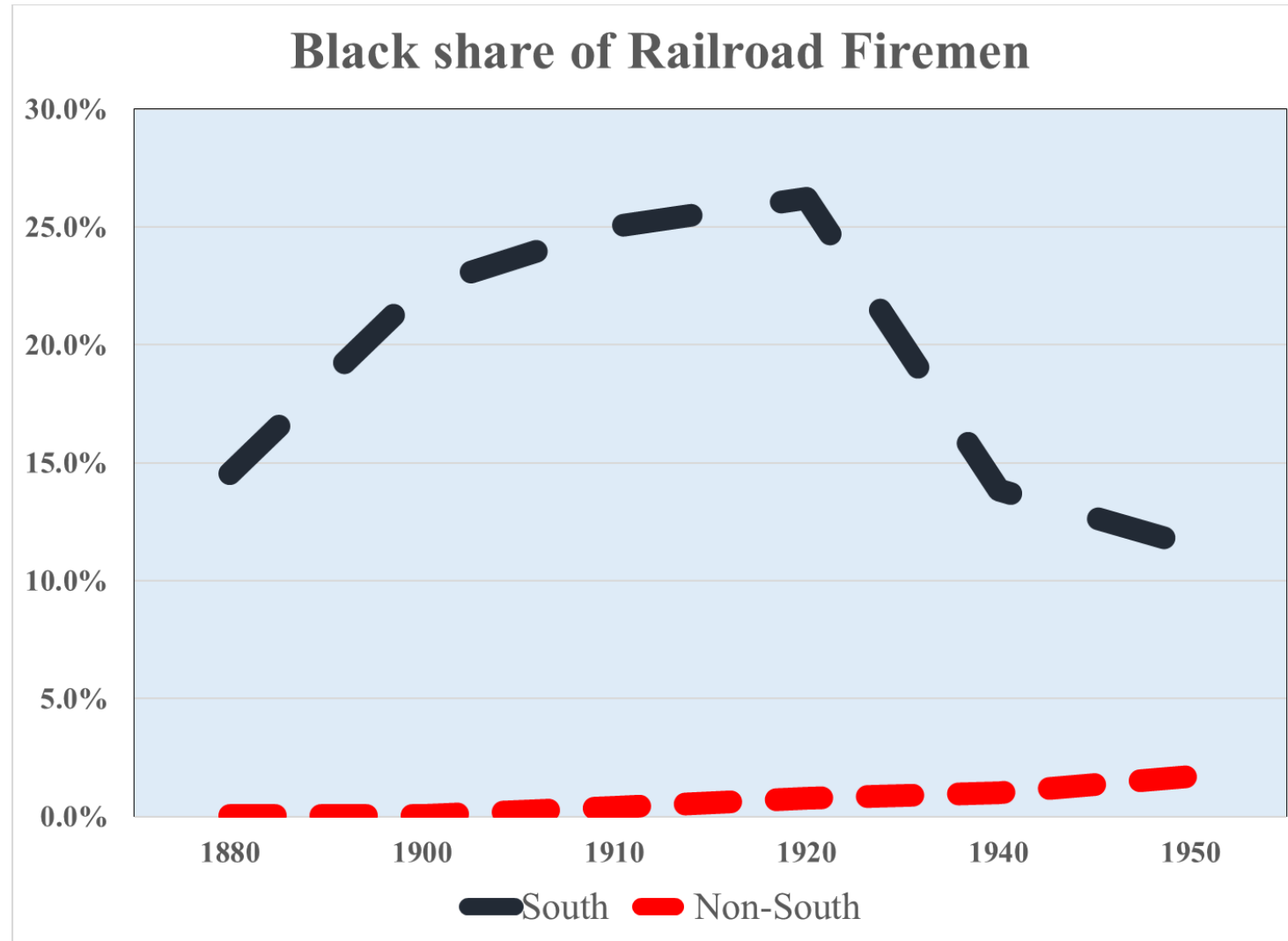


# Railroad earnings (highlighting firemen) by race for Men 18-60 in 1940

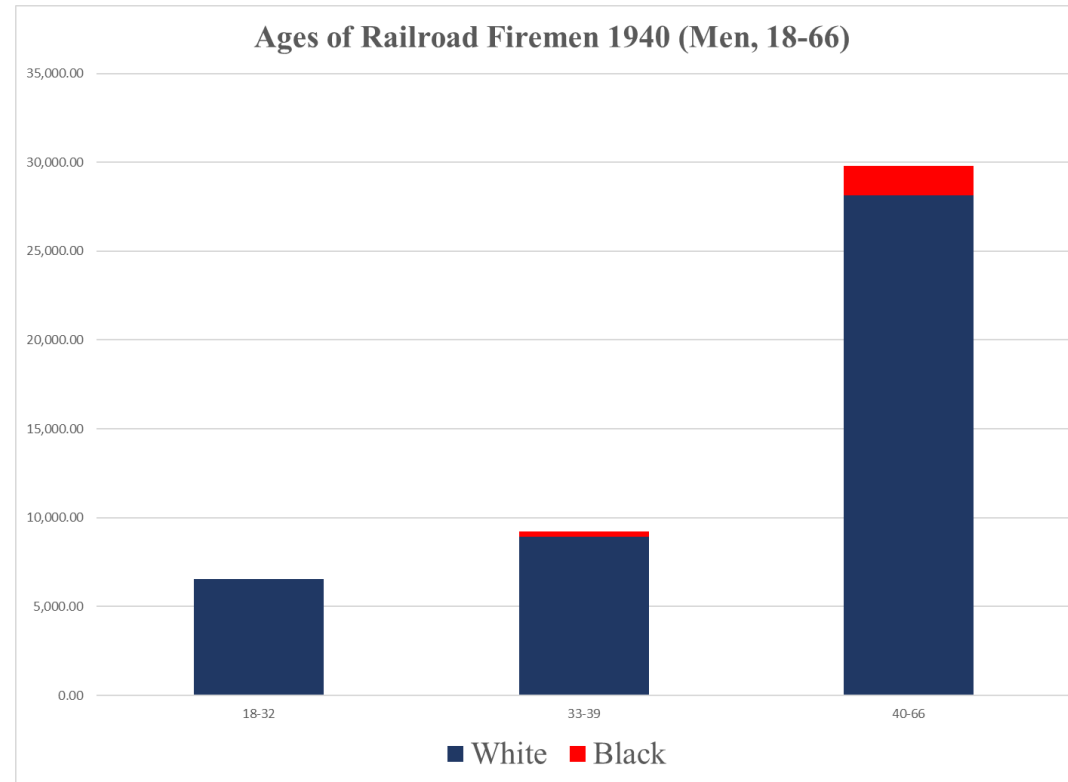
Cells contain: -Mean -Weighted N		occ1950		
		0 *_*	1 Locomotive firemen	<i>ROW TOTAL</i>
<b>race</b>	1: White	<b>1,525.10</b> 947,015.0	<b>1,549.07</b> 42,900.0	<b>1,526.14</b> 989,915.0
	2: Black/African American/Negro	<b>782.33</b> 92,106.0	<b>1,249.53</b> 1,988.0	<b>792.20</b> 94,094.0
	<b>COL TOTAL</b>	<b>1,459.26</b> 1,039,121.0	<b>1,535.80</b> 44,888.0	<b>1,462.43</b> 1,084,009.0



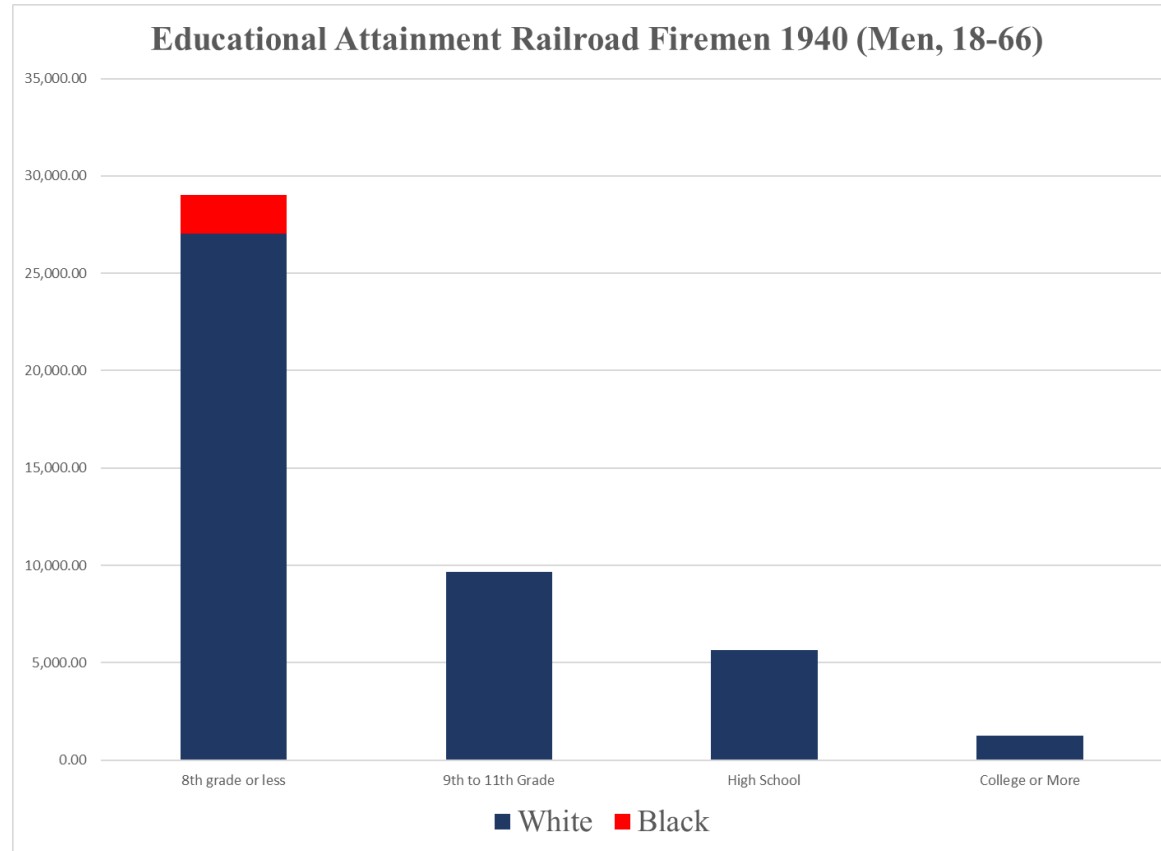




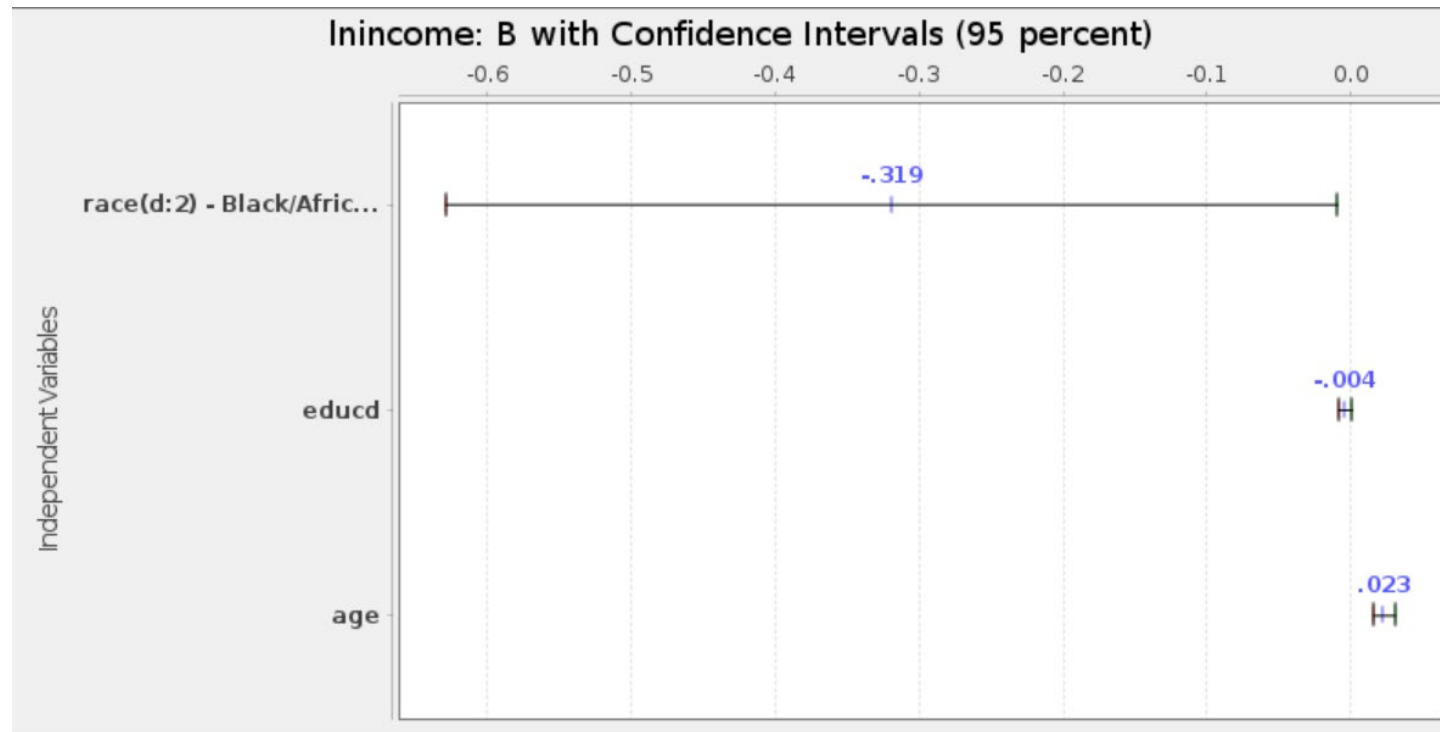
# Railroad Firemen by Race and Age 1940



# Railroad Firemen 1940



# Typical regression of log wage earnings on race, education and age for Men 18-60 , Firemen in the Railroad Industry in the 1940 Census



148 F.2d 403 (1945)

TUNSTALL  
v.  
BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN et al.

No. 5125.

Circuit Court of Appeals, Fourth Circuit.

April 9, 1945.

Charles H. Houston, of Washington, D. C. (Joseph C. Waddy, of Washington, D. C., on the brief), for appellant.

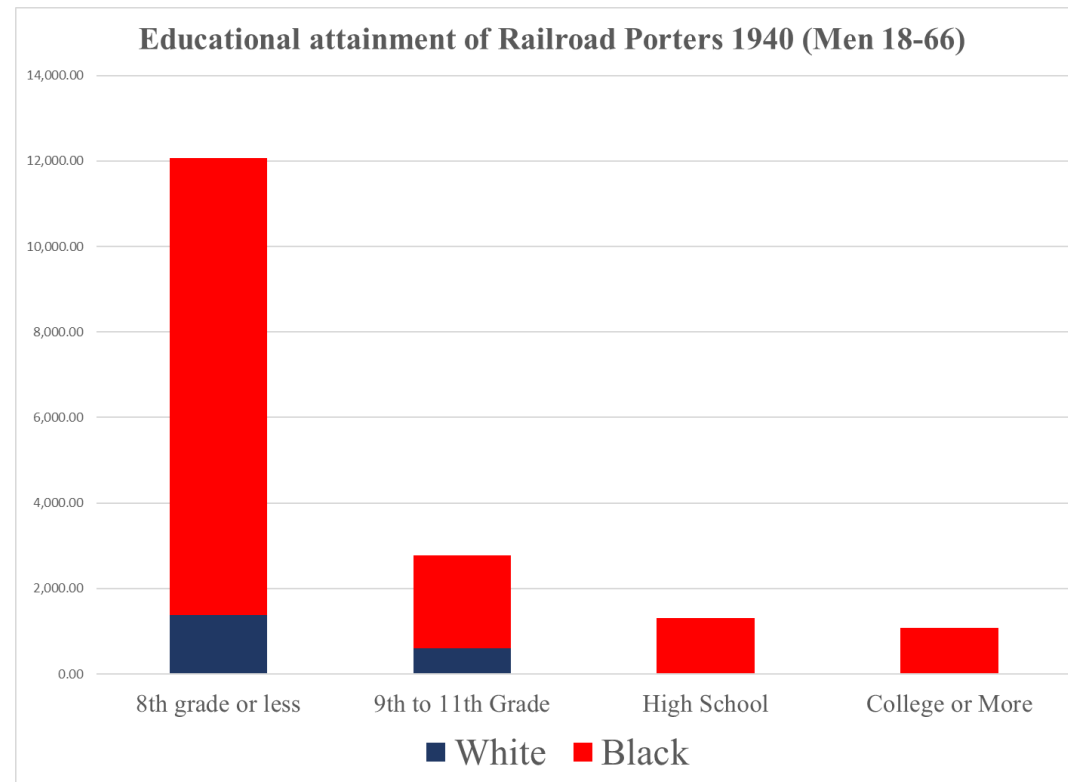
William G. Maupin and James G. Martin, both of Norfolk, Va. (Harold C. Heiss and Russell B. Day, both of Cleveland, Ohio, on the brief), for appellees.

\*404 Before PARKER, SOPER, and DOBIE, Circuit Judges.

PARKER, Circuit Judge.

This is a suit by a Negro fireman employed by the Norfolk-Southern Railway Company, who brings the suit in behalf of himself and other Negro firemen employed by that company. The defendants are the railway company, the Brotherhood of Locomotive Firemen and Enginemen, certain subordinate lodges of that brotherhood and one of the officers of a local lodge. The gravamen of the complaint is that the brotherhood has been selected as bargaining agent of the firemen of the defendant railway company; that it excludes Negro firemen from membership; that it has negotiated a trade agreement with the company discriminating against Negro firemen; and that as a result of this agreement plaintiff has suffered discrimination with respect to seniority rights and has been damaged thereby. The relief asked is a declaratory judgment to the effect that the brotherhood as bargaining representative is bound to represent fairly and without discrimination all members of the craft, an injunction restraining the defendants from giving effect to the trade agreement in so far as it discriminates against Negro firemen and restraining the brotherhood from acting as bargaining representative of Negro firemen so long as it refuses to represent them fairly and impartially, an award against the brotherhood for damages sustained by plaintiff, and an order that plaintiff be restored to the position to which he would be entitled by seniority in absence of the contract.

# Education and Race of Railroad Porters



# Is technology a force to enhance meritocracy? Was it ever?: 325<sup>th</sup> Field Signal Battalion



# 325<sup>th</sup> Field Signal Battalion

- Organized at Camp Sherman, Chillicothe, Ohio
- June 10, 1918 embark for Europe from Hoboken, New Jersey
- 440 men
- Company A—radio company
- Company B—wire company
- Company C—outpost company



# Dispatches were sent from Europe on the heroism of the Black troops

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The first test of real courage given the men, and their first introduction into real fighting, in addition to stringing wires, and sending and receiving radio messages, came on the afternoon of September 27th, when a party of liaison men, including the Colonel and Lieut. Herbert, latter being Colored, advanced beyond the Battalion P.C. and at the suggestion of a French soldier, turned to the left. They soon found themselves beyond their lines, and directly in front of a German machine gun nest. The Colonel divided his men into small groups and advanced on the enemy's position. This sortie resulted in the Signal boys capturing eight German prisoners and two machine guns, but the attack caused the loss of Corporal Charles E. Boykin, who did not return. Two days later, during general advance, Sergeant Henry E. Moody, of the Battalion, was mortally wounded while at his post. Boykin was killed outright, while Sergeant Moody died in the hospital from wounds received- these being the first two of the Signal Battalion to make the supreme sacrifice.

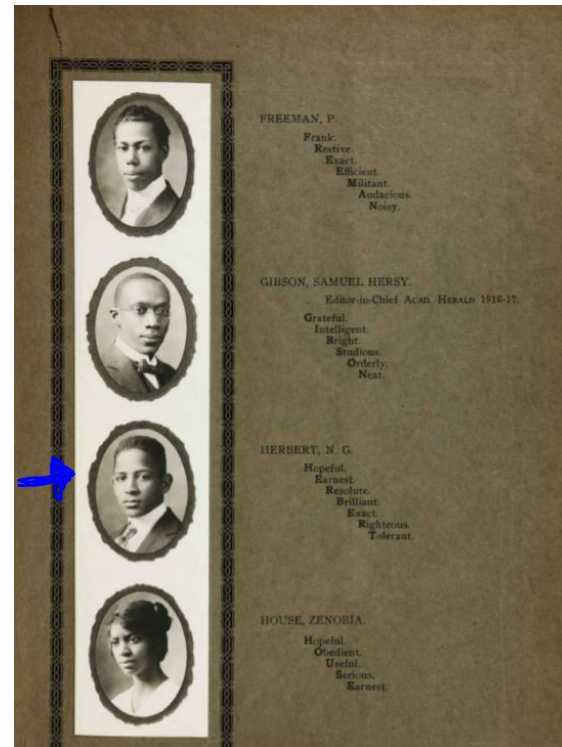
# William Gordon Herbert enlisted Jan. 19, 1918 in Washington, DC

Herbert William G		2 1/4
(Surname)	(Christian name)	(Race: White or colored)
Residence: 148 W 143 St	N.Y.C.	NEW YORK
(Street and house number)	(Town or city)	(State)
*Enlisted in R.A.	Washington Bks D.C.	Jan 19/18
†Born in New York City N.Y.	Jan 6, 1897	
Organizations: 325 Field Signal Bn (Co. B) to Disch.		
Grades: None		
Engagements: None		
Wounds or other injuries received in action: None.		
‡Served overseas: None		
§Hon. disch. June 4/18 To Accept Comm.		
Was reported XX	per cent disabled on date of discharge, in view of occupation.	
Remarks: XX		

Form No. 724-2 1/2 A. G. O. March 12, 1930. \*Insert "R. A.", "N. G.", "E. R. C.", "N. A.", as case may be, followed by place and date of enlistment. †Give place of birth and date of birth, or age at enlistment. ‡Give dates of departure from and arrival in the United States. §Give date and cause.

# William G Herbert

## Howard University Yearbook 1917



# Lt. William Gordon Herbert, New York State record of WWI military service

6/6 OFFICER—ORC  
Colored

Herbert William G  
(Surname) (Christian name)

Residence: 148 W. 143 St. New York NEW YORK  
(Street and house number) (Town or city) (County) (State)

\* Born in New York City Jan 6, 1897

† Called into active service as 2nd Lt Sig C June 5/18 Fr R.A. Training Camp

‡ Promotions: None

Organizations and staff assignments: 325 Fld. Sig. Bn. to Mch. 5/19; 152 Dep. Brig. to Disch.

Principal stations: Cp Sherman Ohio; A.E.F.; Cp. Merritt, N.J.; Cp Upton N.Y.

Engagements: Meuse Argonne;

Wounds received in action: None.

§ Served overseas June 10/18 to Feb 27/19

|| Hon. disch. Apr 29/19 for convenience of the Government, services no longer required.

Was reported 0 per cent disabled on date of discharge in view of occupation.

Remarks: Enl Serv

Form No. 84c-1  
A. G. O.  
Mar. 17, 1921.

\* Give place and date. † Insert (a) grade; (b) arm or staff corps or department; (c) date; (d) source, civil life (CL), RA, NG, ORC, NA; and (e) designation of training camp attended, if any. ‡ Strike out if he did not attend a training camp. § Give dates of departure from and return to the United States. || Give date.

3--5091

Herbert continued to serve in the National Guard into 1924 (with the 369<sup>th</sup> Infantry)  
*But note his schooling and occupation*

Hq Co—New York.....	4 Sept 24
HERBERT, WILLIAM G 1 Lt..... [In lieu of Capt] B—NY 6 Jan 97 AB & DDS Howard Univ DC 18 & 24	[F—Pvt sgt sgt1cl Sig C 19 Jan 18 to 4 June 18] [F—2 Lt SigC 5 June 18 to 29 Apr 19] 11t Inf 6 Sept 26
FOSTER, EUGENE J 2 Lt..... B—La 14 Sept 95 [ORC Inf 2 lt 28 June 27 O243397]	Pvt pvt1cl corp sgt Inf 30 July 25 to 17 Mar 3 2 Lt Inf 18 Mar 27

# Obituary for Dr. William G. Herbert 1956

**DR. WILLIAM G. HERBERT**

Dr. William G. Herbert, 59, of 107-50 Merrick Boulevard, Jamaica, Queens, a dentist, died on Tuesday. He served as a captain in the Army Signal Corps during World War I, and at one time was personnel supervisor at the Brooklyn Navy Yard, where he also had taught classes in the science of electricity.

Dr. Herbert, a native of Trinidad, B.W.I., received his dental degree and also an LL.B. at Howard University. He is survived by two sons, William G. Jr., and Solomon J. Herbert; also a daughter, Margaret.

# Another dispatch of the heroism of the 325<sup>th</sup> under fire

In writing the "finis" to this brief mention of this important army unit made up of young Colored men it is fitting that I tell of the particular work done by the boys of the 1st. Platoon on the first day of the Metz battle. Shortly after the barrage was lifted, the big guns of the enemy began shelling Pont-a-Mousson. The first shells, as I vividly recall, hit on the edge of the city, and then gradually they began peppering the Signal Battalion's station. Sergeant Rufus B. Atwood, of the 1st. Platoon, was seated in the cellar near the switchboard; Private Edgar White was operating the switchboard, and Private Clark the buzzerphone. Several officers and men were standing in the "dugout" cellar. Suddenly a German shell struck the top, passed through the ceiling and wall, and exploded, making havoc of the cellar. Lieut. Walker, Colored, who arrived just at this time, displayed admirable courage. He took immediate charge, and directed things. Sergeant Atwood tried out the switchboard, and found all lines broken. He found, on trying it, the buzzerphone out. Private White then received orders to stay on the switchboard, and Corporal Adolphus Johnson on the buzzerphone. The 12 drop monocord board was nailed up by White, and then began the connecting up of the lines from the outside to the monocord board. All this time the shelling, around this point, by the Germans was fierce and deadly- shells hitting all around the boys; struck a nearby ammunition dump causing the explosion of thousands of rounds of ammunition, which caused a terrific shock and all lights to be extinguished. But still these men worked on, and would not leave this dangerous post, a veritable target for the enemy's big guns, until the Lieutenant of the Military Police arrived and ordered them out.

What these boys of the 325th Signal Battalion have not learned respecting radio, telephonic and telegraphic work is of little advantage to any one. What they have learned about it will be of great advantage to them when they return in making a living. The 325th Field Signal Battalion, whose rank and file is made up of young Colored men, has been a marvelous success.

# Lt. Richard Walker's draft card showing him as a student at Fisk University

Form 1 1788 REGISTRATION CARD		No. 90	
1	Name in full <i>Richard Hill Walker</i>	Age, in yrs. <i>27</i>	
2	Home address <i>2008 9th Avenue, Nashville, Tenn</i>		
3	Date of birth <i>November 6 1894</i>		
4	Are you (1) a natural-born citizen, (2) a naturalized citizen, (3) an alien, (4) or have you declared your intention (specify which)? <i>Natural Born</i>		
5	Where were you born? <i>Nashville, Tenn, U.S.A.</i>		
6	If not a citizen, of what country are you a citizen or subject? <input checked="" type="checkbox"/>		
7	What is your present trade, occupation, or office? <i>(Student) (Registering)</i>		
8	By whom employed? <i>Fisk University</i>		
9	Where employed? <i>Nashville, Tenn</i>		
10	Have you a father, mother, wife, child under 12, or a sister or brother under 12, solely dependent on you for support (specify which)? <i>No</i>		
11	Married or single (which)? <i>Single</i> Race (specify which)? <i>Negro</i>		
12	What military service have you had? Rank <i>no</i> ; branch <i>no</i> ; years <i>no</i> ; Nation or State <i>no</i>		
	Do you claim exemption from draft (specify grounds)? <i>no 1868</i>		
I affirm that I have verified above answers and that they are true.			
<i>Richard Hill Walker</i>			

REGISTRAR'S REPORT 41-3-28.A	
1	Tall, medium, or short (specify which)? <i>Medium</i> Slender, medium, or stout (which)? <i>Stout</i>
2	Color of eyes? <i>Brown</i> Color of hair? <i>Black</i> Bald? <i>no</i>
3	Has person lost arm, leg, hand, foot, or both eyes, or is he otherwise disabled (specify)? <i>no</i>
I certify that my answers are true, that the person registered has read his own answers, that I have witnessed his signature, and that all of his answers of which I have knowledge are true, except as follows:	
<i>6/26/17</i> <i>J. W. Dashiell</i> City Clerk <i>Nashville, Tenn</i> Precinct <i>8</i> City or County <i>Nashville</i> State <i>Tenn</i> <i>W. O. Denny</i> Deputy <i>June 5 - 1917</i> (Date of registration)	



# Richard Walker's father was a Railroad Postal Clerk, a high paying civil service position

1, 1901.] RAILWAY MAIL SERVICE. 1049

**Railway Postal Clerks.**

Name.	Where born.	Whence appointed.			Where employed.	Compensation.
		State.	County.	Cong. dist.		
Samuel S. Hoop .....	Pennsylvania ..	Alabama .....	Morgan .....	9th .....	Nashville, Tenn., and Montgomery, Ala .....	\$1,000.00
William S. Hite .....	Tennessee .....	Tennessee .....	Davidson .....	6th .....	do .....	1,000.00
Edward G. Johnson .....	Ohio .....	do .....	do .....	6th .....	do .....	900.00
Neal G. Lowe .....	Alabama .....	do .....	do .....	6th .....	do .....	1,000.00
Walter C. Leuseur .....	Tennessee .....	do .....	do .....	6th .....	do .....	900.00
George F. Lindsey .....	Alabama .....	Alabama .....	Jefferson .....	9th .....	do .....	900.00
William H. Randle .....	Tennessee .....	Tennessee .....	Davidson .....	6th .....	do .....	1,000.00
Ike W. Starr .....	Kentucky .....	do .....	do .....	6th .....	do .....	1,000.00
William W. Shear .....	Tennessee .....	do .....	do .....	6th .....	do .....	1,000.00
Jesse B. Templeton .....	do .....	do .....	do .....	6th .....	do .....	900.00
<u>Robert A. Walker .....</u>	do .....	do .....	do .....	6th .....	do .....	<u>1,400.00</u>
Charles J. West .....	do .....	do .....	do .....	6th .....	do .....	1,400.00
J. T. Asbury .....	Illinois .....	do .....	do .....	6th .....	Nashville, Tenn., and St. Louis, Mo. ....	1,200.00
J. W. Brooks .....	Arkansas .....	do .....	do .....	6th .....	do .....	1,400.00
J. C. Brown .....	Tennessee .....	do .....	do .....	6th .....	do .....	1,400.00
Wm. Bradford .....	do .....	do .....	do .....	6th .....	do .....	1,200.00
M. M. Hamilton .....	Illinois .....	do .....	do .....	6th .....	do .....	1,200.00
George Kirsch .....	Indiana .....	Indiana .....	Warrick .....	1st .....	do .....	1,200.00
Oscar J. Knoll .....	Kentucky .....	do .....	Vanderburg .....	1st .....	do .....	1,200.00
Wm. E. Love .....	Tennessee .....	Tennessee .....	Davidson .....	6th .....	do .....	1,400.00

## Retired Negro Mail Clerk Dies

Funeral services for Robert A. Walker, 81, retired Negro railway mail clerk, who died yesterday at Hubbard Hospital, will be held Friday afternoon at 2 o'clock at the residence, 2005 Jo Johnston Avenue. The Rev. Richard Ewing, of the Howard Congregational Church, will officiate, and burial will be in Mt. Ararat Cemetery.

A native of Nashville, he was one of four men who took the first federal civil service examination ever held in Nashville, and served with the Railway Mail Service for 43 years before his retirement. His run was between Nashville and Montgomery, Ala.

In addition to his widow, Mrs. Gertrude Dungey Walker, he is survived by the following children: Mrs. Louis L. Watson, Washington, D. C., Roberta P. Walker, teacher, Cincinnati, Richard H. Walker, with the U. S. Department of Labor, John C. Walker, attorney, Louisville, Ky., William H. Walker, public accountant, Philadelphia, Joseph A. Walker, Detroit, Robert A. Walker, II, accountant and tax consultant, Nashville, and Mrs. Robert H. Montgomery, foreign language teacher, Detroit; a brother, Rufus A. Walker, Nashville; and six grandchildren.

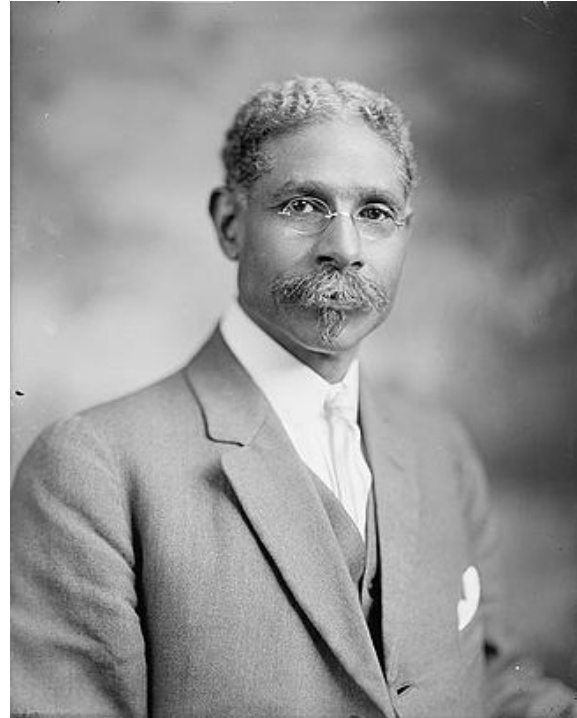
He was a member of the First Baptist Church, a Mason, and a member of the Railway Mail Association.

# Speech by Nelson Walker to citizens of Shelbyville, TN on September 25, 1865

He was pleased to speak before such a large crowd on the issue of whether or not the colored man was able to take care of himself. He felt assured that this a question easy to be decided, and needed but very little argument to establish this fact far beyond successful contradiction He had educated his sons and sighters to better enable them to domineer. He was not willing altogether to forget the past, but was willing and ready to forgive the wrongs that had been inflicted upon us. He would not be contented until he and his race should gain two privileges, and they were the ballot and the jury box.



# Richard Walker's father-in-law, Dr. George W. Buckner, US Ambassador to Liberia, 1913-1915



# November 1940 Walker named to U.S. Employment Service for Negro Placement Service

ed States **Employment Service** by the appointment of additional personnel to the staff of Lieutenant Lawrence A. Oxley, Supervisor of the Negro Placement **Service**. The major responsibility of this group will be to stimulate the placement and effective integration of all available Negro workers with skills essential to the defense industries.

The new appointees are Roy A. Ellis, from the District of Columbia **Employment Security Agency**; Alvin M. Rucker, from the Illinois **Employment Security Agency**, and Richard H. Walker, from the Massachusetts **Employment Security Agency**.

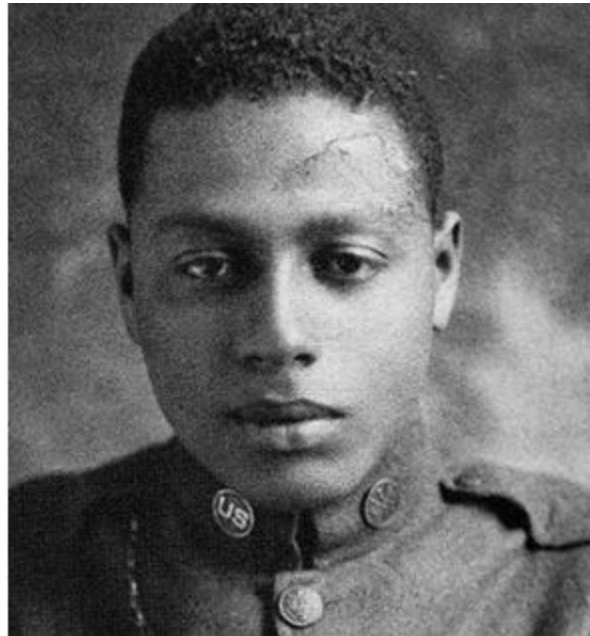
\* \* \*

In 1945 Walker is listed as “Minority Placement Specialist” for Region I of the War Manpower Commission

EXECUTIVE OFFICE OF THE PRESIDENT  
Continued

NAME	OFFICIAL TITLE AND STATION (Station is Washington, D. C., unless otherwise indicated)	Legal residence		Com- pen- sation
		State	Cong. Dist.	
<b>War Manpower Commission—Continued</b>				
<b>OFFICE OF THE ASSISTANT EXECUTIVE DIRECTOR FOR BUSINESS MANAGEMENT—Continued.</b>				
<b>Bureaus of Placement—Con.</b>				
George A. Works.....	Director, National Roster of Scientific and Specialized Personnel.	N. J.....	7th.....	\$22,222
William T. Read.....	Chief, Professional Evaluation and Utilization Section, National Roster.	N. J.....	3d.....	6,500
Benjamin Wermiel.....	Chief, Professional Placement Section, National Roster.	N. Y.....	15th.....	5,600
Benjamin F. Wilson.....	Chief, Minority Group Service.....	Ind.....	1st.....	6,500
<b>Veterans Employment Service</b>				
Perry Faulkner.....	Executive Secretary, Veterans' Placement Board and Chief of Veterans' Employment Service.	Ohio.....	.....	8,000
Oscar D. Hollenbeck.....	Assistant Chief.....	Ohio.....	14th.....	6,500
<b>WAR MANPOWER COMMISSION—REGION I</b>				
<i>Boston, Mass.</i>				
Arthur C. Gernes.....	Regional Director, Boston.....	Mass.....	10th.....	8,000
David G. Nagle.....	Deputy Director, Boston.....	Mass.....	12th.....	6,500
George W. Forrester.....	Field Supervisor, Boston.....	Mass.....	7th.....	5,600
Bernard L. Gorfinkle.....	do.....	Mass.....	9th.....	5,600
James H. Sullivan.....	do.....	Mass.....	7th.....	5,600
Arthur L. Hinchey.....	Business Manager, Boston.....	Mass.....	4th.....	5,600
Frederick L. Lash.....	Budget and Finance Officer, Boston.....	Mass.....	13th.....	4,600
Leonard W. Goulde.....	Personnel Officer, Boston.....	Mass.....	7th.....	4,600
Joseph Fisher.....	Attorney, Boston.....	Mass.....	10th.....	5,600
Joseph W. O'Loughlin.....	Chief of Manpower Utilization, Boston.....	Mass.....	7th.....	6,500
Lawrence J. Bresnahan.....	Chief of Placement, Boston.....	Mass.....	14th.....	6,500
George E. Shrieley.....	Assistant Chief of Placement, Boston.....	Mass.....	14th.....	5,600
Richard H. Walker.....	Minorities Placement Specialist, Boston.....	Mass.....	10th.....	4,600
Richard H. Walker.....	Placement Specialist, Boston.....	Mass.....	10th.....	4,600
John F. Canley.....	do.....	Mass.....	10th.....	4,600

# Bronze Star recipient Sgt. Rufus Ballard Atwood



# Kentucky State University's 6<sup>th</sup> President, (1929-1962) Rufus B. Atwood






Pvt. Adolphus Burrell Johnson, ended up as a presser in a tailor show in Washington, DC

Edward K. Bachschmid Asst. V-Pres. Howard J. Riordan V-Pres.  
 G. Pitt V-Pres. Howard J. Riordan V-Pres.  
 George L. Haines Sec. General Insurance Ed-  
 monda Bldg 917 15th nw, Tel National 6-9112

" Adda r4115 Wis av nw apt 404  
 " Addie Mrs h907 Euclid nw  
 " Addie F (wid Jas) h503a 23d nw  
 " Addie M Mrs r1501 27th se apt 209  
 " Addie M Mrs slwn Woodward & Lothrop r2819  
 Woodley pl nw  
 " Adna K jr h4000 Cathedral av nw apt 831  
 " Adock (Kath E) driver Coastline Cab h858 G no  
 " Adolph h7614 16th nw  
 " Adolphus lab DC Genl Hosp r208 E no  
 " **Adolphus B (Marie)** prsr Kann's Dept Store h1774  
 U nw apt 5  
 " Adrene I maid StAnn's Infant Asylum r1847  
 Kalorama rd nw



**AVON REALTY C**  
 SALES — RENTALS  
 INSURANCE — LOANS  
 :727 11th N. W.  
 Tels. Office AD 4-6802, Res. TU 2-3

# Pvt. Edgar White, ended up a chauffeur in Chicago, IL

37	5742	45	83	White, Edgar	Head	19	35	19	20	5	20	52	W	20	40	Kentucky	Kentucky	Kentucky	80	Yes	Housework	Private Family	9596	11	40	37
38				<u>White, Edgar</u>	Low				v	11	20	36	W	36	20	Kentucky	Kentucky	Kentucky	80	Yes	<u>Chauffeur</u>	<u>Private Family</u>	3996	11	40	38
39				<u>Mattie</u>	Wife				v	7	20	32	W	32	20	Missouri	Missouri	Missouri	60	Yes	<u>Servant</u>	<u>Private Family</u>	9596	11	40	39

Cells contain:		Telephone Industry 1940 Men (18-60) by race and educational attainment					
-Column percent		Count					
-Weighted N		1	2	3	4	8	ROW
		Less than 8th Grade	Some High School	High School	Some College	College or more	TOTAL
race	1: White	97.1	99.7	100	100	100	99.1
		34,900.00	24,558.00	38,981.00	14,753.00	12,975.00	126,167.00
	2: Black/A	2.9	0.3	0	0	0	0.9
		1,058.00	78	0	0	0	1,136.00
	COL TOTA	100	100	100	100	100	100
		35,958.00	24,636.00	38,981.00	14,753.00	12,975.00	127,303.00

Black occupations in the Telephone Industry 1940		
Cells contain:		
<b>-Column percent</b>		<b>Distribution</b>
<b>-Weighted N</b>		
<b>occ1950</b>	690: Operative and kindred workers (nec)	<b>6.2</b>
		70
	753: Charwomen and cleaners	<b>6.9</b>
		78
	754: Cooks, except private household	<b>8.8</b>
		100
	770: Janitors and sextons	<b>34.2</b>
	388	
	970: Laborers (nec)	<b>44</b>
		500
	<b>COL TOTAL</b>	<b>100</b>
		1,136.00
Source: Author's calculations 25 September 2020 using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 10.0 [dataset]. Minneapolis, MN: IPUMS, 2020.		

# Is technology a force to enhance meritocracy? Was it ever?

## Two high school classmates, Des Moines East High School 1939



# Is technology a force to enhance meritocracy? Was it ever?: Tuskegee 1945



# Is technology a force to enhance meritocracy? Was it ever?: Kentucky 1945



B-25 Mitchell Bomber Crew 7-6. 617th Bombardment Squadron of the 477th Medium Bombardment Group. Godman Field, KY, May 1945. Left to Right: Sgt. Cleveland Albritten, Engineer-Gunner; Cpl. Clifton V. Nichols, Armorer-Gunner; 2nd Lt. Edward T. Dixon, Pilot; Cpl. Arnold F. Bowen, Radio-Gunner; 2nd Lt. Ivan J. McRae, Co-pilot; First Officer Wendell R. Smith, Navigator-Bombardier.

1953 Perry Young signs as the first African American pilot for an American commercial flyer (only Tuskegee Airman hired as a pilot)



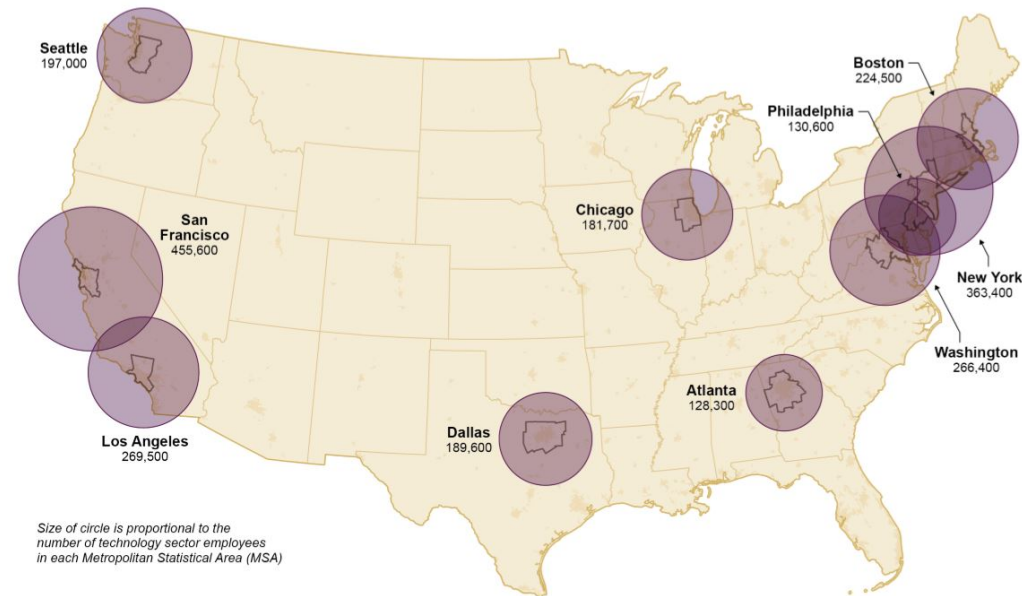


# Technology and the meritocracy myth to explain the rising inequality

- What search engines cannot find
- Exploring the lack of Black IT workers in the leading Silicon Valley Firms

# The GAO identifies these as the top 10 Tech Sector Employment Centers in the U.S.

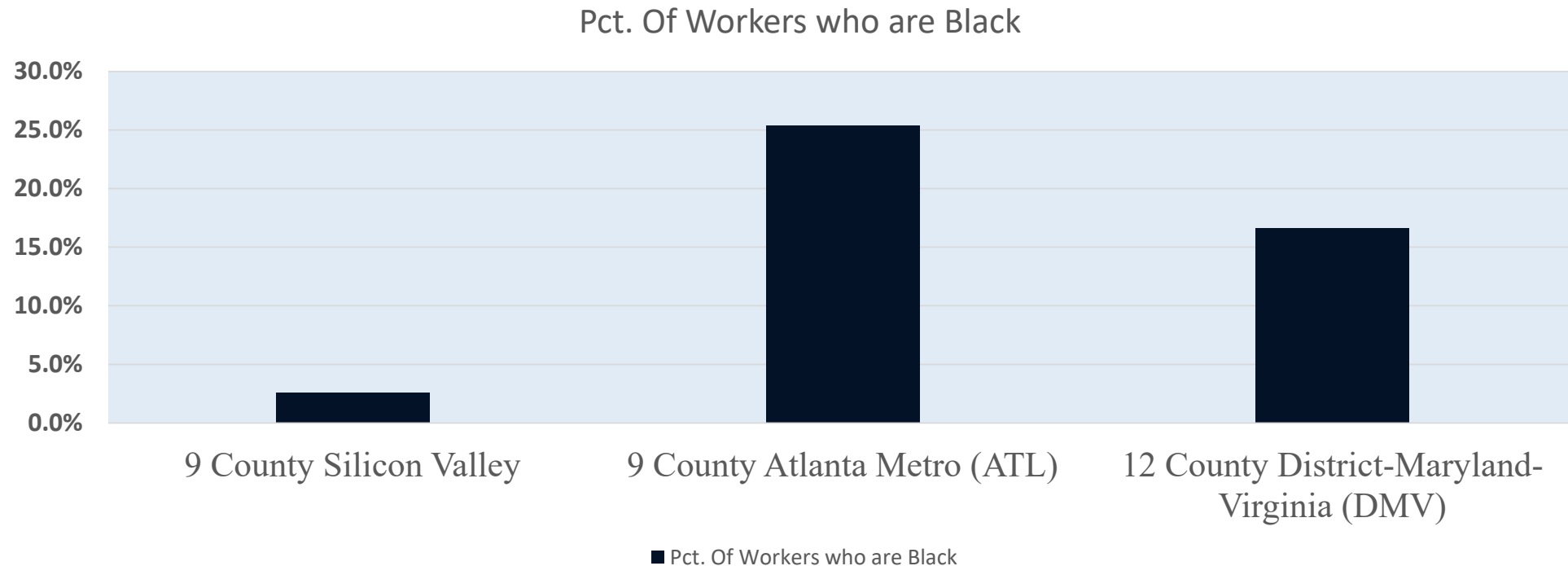
Figure 1: Top 10 Geographic Areas for Technology Sector Employment in the United States, 2014



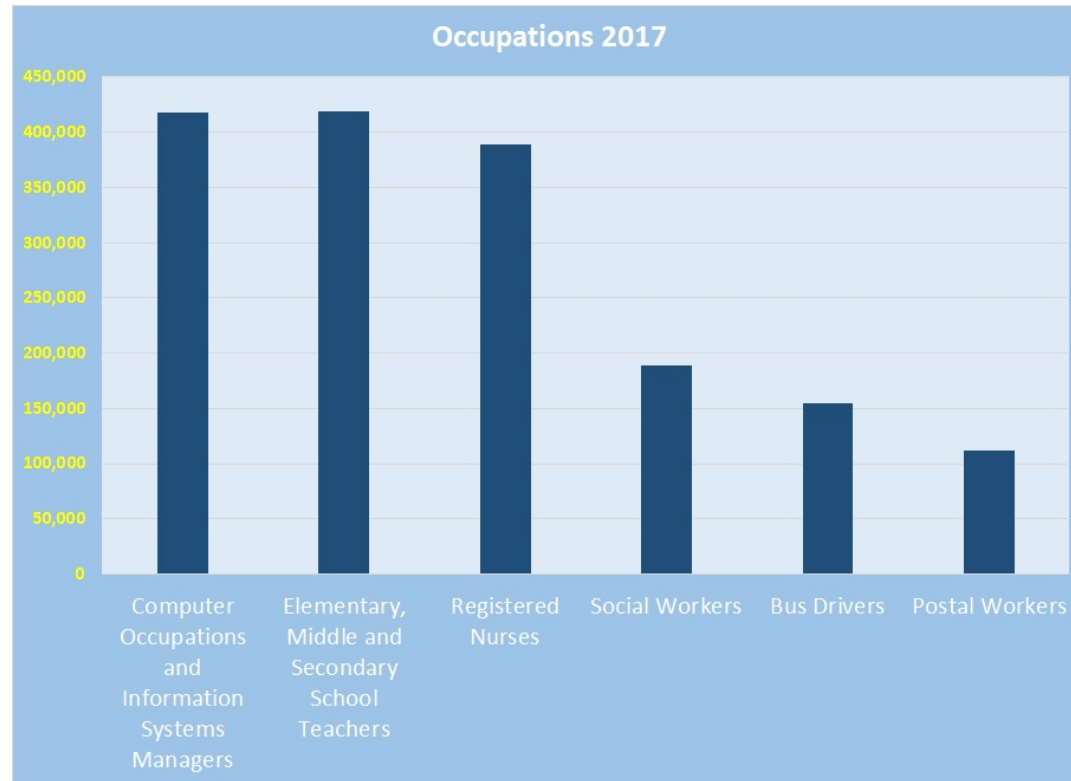
Source: Data from May 2016 report published by the Equal Employment Opportunity Commission (EEOC) entitled Diversity in High Tech: U.S. Census Bureau (map). | GAO-18-89

Note: For the graphic, we rounded to the nearest hundred. According to EEOC, EEO-1 Single, Headquarters, and Establishment Reports were used for this analysis.

# Why does Silicon Valley have such a low Black share of computer workers?



## Black IT workers are a significant group in the Black middle class



Source: Bureau of Labor Statistics, <http://www.bls.gov/cps/cpsaat11.htm>

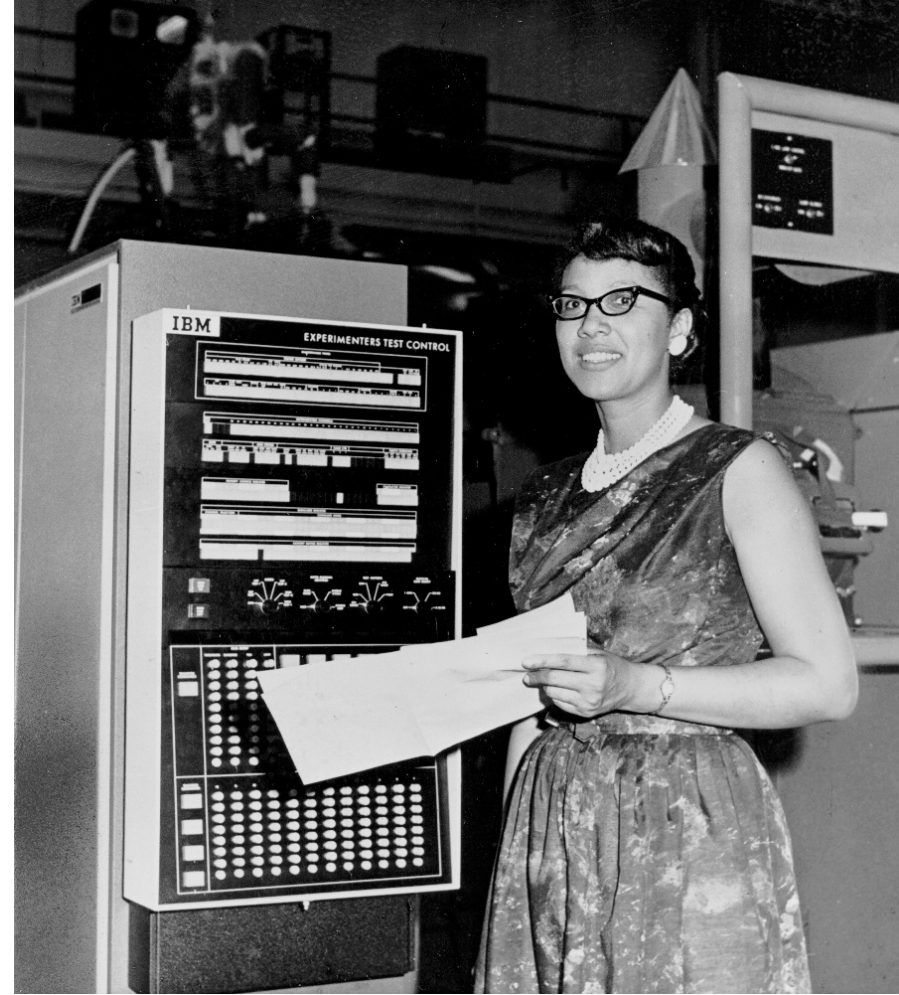
ACADEMY AWARD NOMINEE  
BEST PICTURE

BASED ON THE UNTOLD TRUE STORY

# HIDDEN FIGURES

★★★★★ — *Empire*      ★★★★★ — *The Telegraph*      ★★★★★ — *Daily Mail*      ★★★★★ — *The Sun*  
 ★★★★★ — *The Guardian*      ★★★★★ — *Sunday Express*      ★★★★★ — *The Times*





Department of Economics

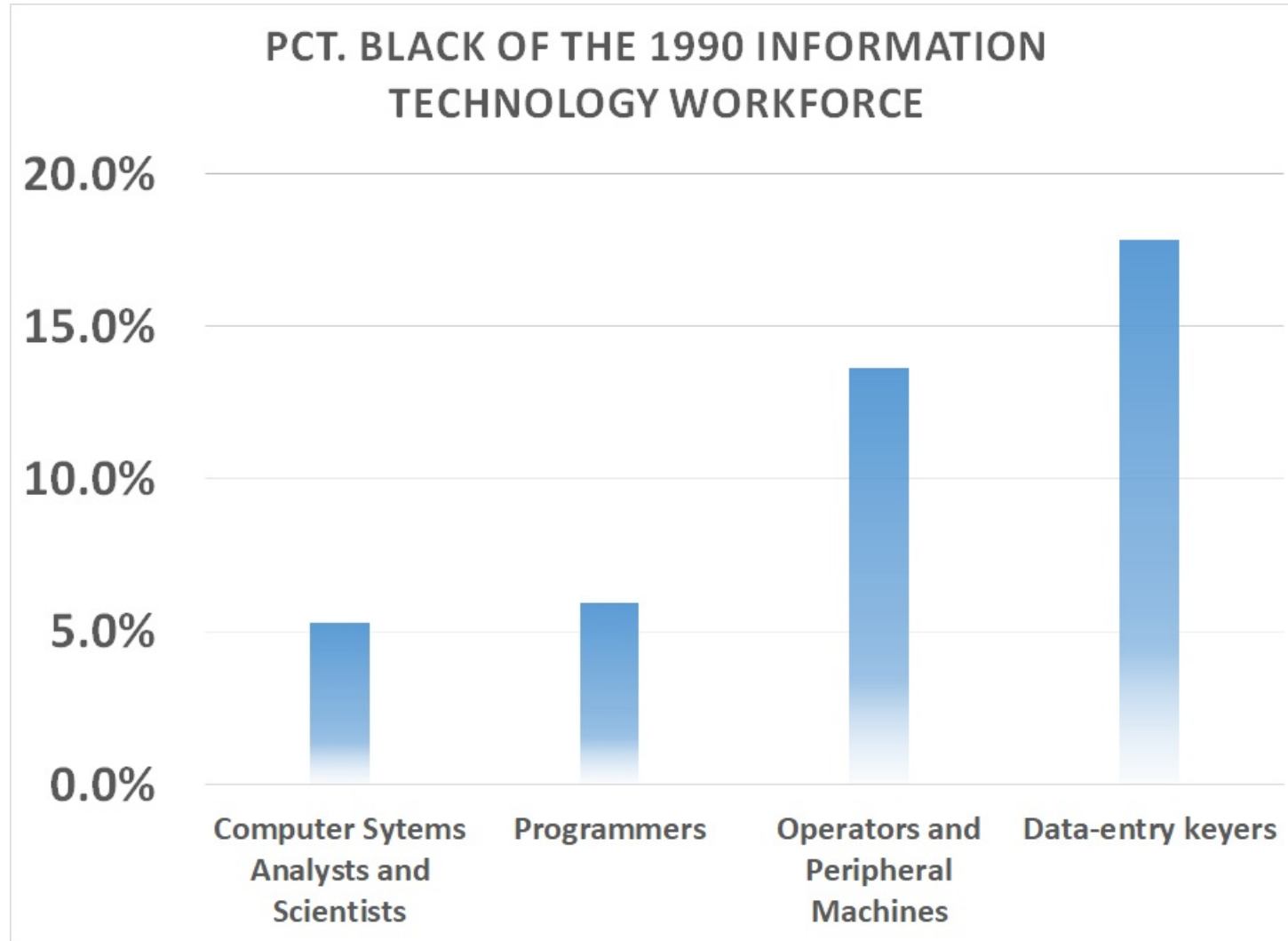
HOWARD  
UNIVERSITY



In 1989 Five of the 20 largest Blacked owned businesses were computer or systems integrators

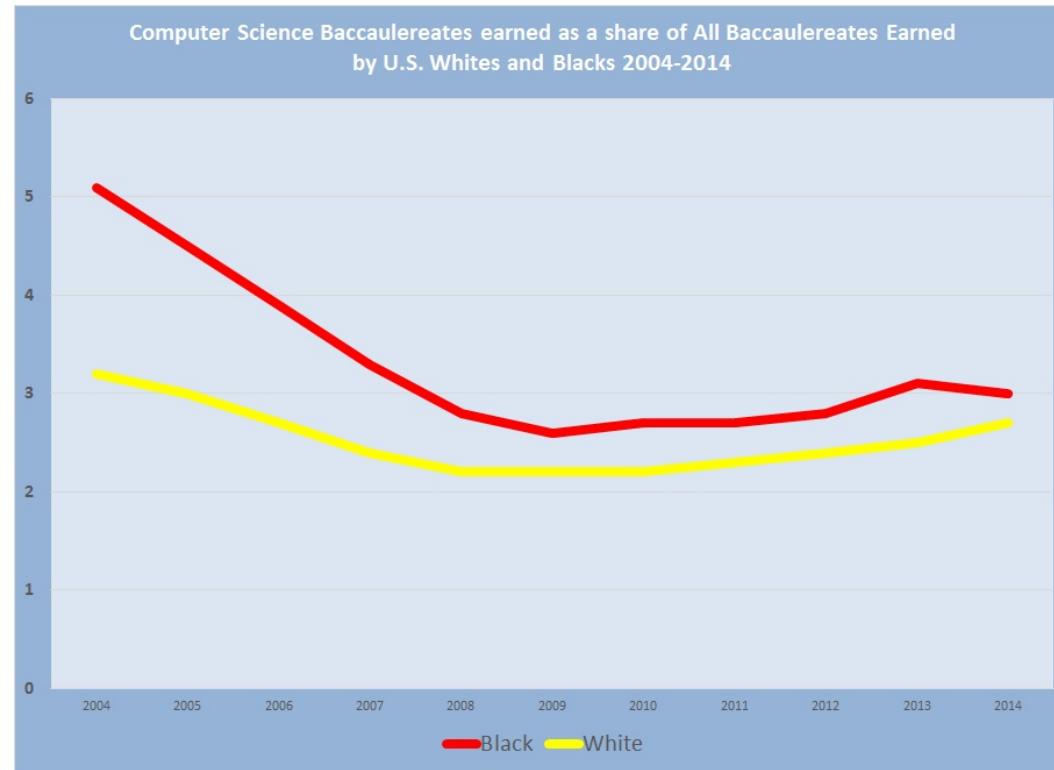
THIS YEAR	LAST YEAR	COMPANY	LOCATION	CHIEF EXECUTIVE	YEAR STARTED	STAFF	TYPE OF BUSINESS	1989 SALES*
1	1	TLC BEATRICE INTERNATIONAL HOLDINGS INC.	New York, New York	Reginald F. Lewis	1983	6,000	Processing & distribution of food products	1,514,000
2	2	JOHNSON PUBLISHING CO. INC.	Chicago, Illinois	John H. Johnson	1942	2,370	Publishing, broadcasting, cosmetics, hair care	241,327
3	3	PHILADELPHIA COCA-COLA BOTTLING CO. INC.	Philadelphia, Pennsylvania	J. Bruce Liewellyn	1985	985	Soft-drink bottling	240,000
4	4	H.J. RUSSELL & CO.	Atlanta, Georgia	Herman J. Russell	1958	668	Construction, communications, food & beverages	132,876
5	5	THE GORDY CO.	Los Angeles, California	Berry Gordy	1966	70	Entertainment	100,000
6	6	SOFT SHEEN PRODUCTS INC.	Chicago, Illinois	Edward G. Gardner	1964	565	Hair-care products manufacturer	87,200
7	7	TRANS JONES INC./JONES TRANSFER CO.	Monroe, Michigan	Gary L. White	1986	1,264	Transportation services	78,555
8	10	THE BING GROUP <sup>1</sup>	Detroit, Michigan	David Bing	1980	170	Steel processing & distribution	73,883
9	9	THE MAXIMA CORP.	Rockville, Maryland	Joshua I. Smith	1978	918	Systems engineering & computer management	58,383
10	11	DICK GRIFFEY PRODUCTIONS	Hollywood, California	Dick Griffey	1975	86	Entertainment	50,162
11	—	NETWORK SOLUTIONS INC.	Harrison, Virginia	Ernest J. McHenry	1979	480	Systems integration	48,800
12	14	INTEGRATED SYSTEMS ANALYSTS INC.	Arlington, Virginia	C. Michael Gooden	1980	640	Engineering & technical support services	48,910
13	25	ADVANCED CONSUMER MARKETING CORP.	Burlingame, California	Harry W. Brooks, Jr.	1984	427	Systems integration, mail-order products	47,800
14	12	COMMUNITY FOODS INC.	Baltimore, Maryland	Oscar A. Smith, Jr.	1970	450	Retail foods	47,200
15	—	YANBY MINERALS	Woodbridge, Connecticut	Earl J. Yanby	1977	8	Industrial metals, minerals, and coal distributor	45,000
15	12	CRESCENT DISTRIBUTING CO. INC.	Hopkirk, Louisiana	Stanley S. Scott	1988	165	Beer distributor	45,000
17	20	THE THACKER ORGANIZATION	Decatur, Georgia	Floyd G. Thacker	1970	98	Construction & engineering	42,100
18	—	GRANITE BROADCASTING CORP.	New York, New York	W. Don Carwell	1988	300	TV broadcasting	38,811
19	16	ESSENCE COMMUNICATIONS INC.	New York, New York	Edward Lewis	1989	85	Publishing, TV production, direct-mail catalog sales	38,037
20	8	SYSTEMS MANAGEMENT AMERICAN CORP.	Norfolk, Virginia	Herman E. Valentine	1970	300	Computer systems integration	38,000

\* In millions of dollars, to nearest thousand. As of Dec. 31, 1989. Prepared by BE Research. Reviewed by Michel/Titus & Co. ©1990 by Bing Deal Inc.





Most importantly, Blacks are more likely to major in Computer Science than whites (2004-2014)



Source: Table 5-3 <https://www.nsf.gov/statistics/2017/nsf17310/data.cfm> (acc: 18 Jul 2018)