

# City's Personnel Policies Called Biased

By EDWARD RANZAL

Manhattan Borough President Percy E. Sutton and Councilman Carol Greitzer charged yesterday that the city discriminates against women and members of minority groups in hiring and promotion.

Their statement was immediately attacked by Deputy Mayor Richard R. Aurelio, who called their assertions "a self-serving publicity gimmick."

Mr. Sutton and Mrs. Greitzer had also accused Mr. Aurelio of attempting to frustrate their efforts to get statistics from various city agencies.

They produced a copy of a memo from Mr. Aurelio to "agency heads" telling Lindsay administration officials that "it will not be necessary for you to reply to inquiries by Mr. Sutton and Mrs. Greitzer."

In a letter to the two, Mr. Aurelio pointed out that Deputy Mayor Timothy W. Costello and the Commission on Human Rights were conducting a survey of city employment of members of racial and ethnic groups.

"It has been the Mayor's strong belief," Mr. Aurelio wrote, "that the city require of itself at least what it requires of private industry."

In answer to Mr. Aurelio's statement yesterday that Mr. Sutton and Mrs. Greitzer should cooperate with Human Rights Commissioner Eleanor Holmes Norton "instead of indulging themselves in grandstanding," Mrs. Greitzer said:

"Our concern has galvanized Aurelio into action. I am delighted that he is as concerned as we are."

A statement by Mrs. Norton said that the concern of Mr. Sutton and Mrs. Greitzer was shared by the Mayor and by her office.

"Efforts toward providing all opportunity for blacks, Puerto Ricans and other minorities and for women in all city agencies must begin with basic knowledge of the composition of each agency's work force," Mrs. Norton said.

Mr. Sutton and Mrs. Greitzer, both Manhattan Democrats, said a cursory look at lists of department executives showed that women and members of minority groups were well represented in those agencies that deal particularly with problems of women and minorities.

They said, however, that

there were too few in the higher ranks of other city agencies such as Economic Development, Highways, Real Estate, the Law Department, Purchase and the Municipal Broadcasting System.

## 15 Agencies Discussed

They said they had found 15 agencies or departments in which there were no women in the top 146 administrative positions.

Mrs. Greitzer said that from personal investigation she had determined that there was considerable discrimination against women and minority-group members in the new Health and Hospitals Corporation and at Brooklyn College.

"We think it is high time that the city looked to its own backyard and eliminated all

forms of discrimination," the two said at a City Hall news conference.

"We as members of the Board of Estimate and the City Council have decided to use our power to vote funds for city agencies and quasi-public institutions as a lever to hasten the city's efforts to employ more women, blacks and Puerto Ricans in high-paying, responsible administrative and executive positions."

Pointing out that women were 52 per cent of the New York City population and that blacks and Puerto Ricans were more than 30 per cent, the two said, "We think that the top echelon of city officials rather poorly reflects the composition of the constituency they are serving."



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