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ANNUAL REPORT

I. Proceedings of the Fifteenth Anniversary Conference

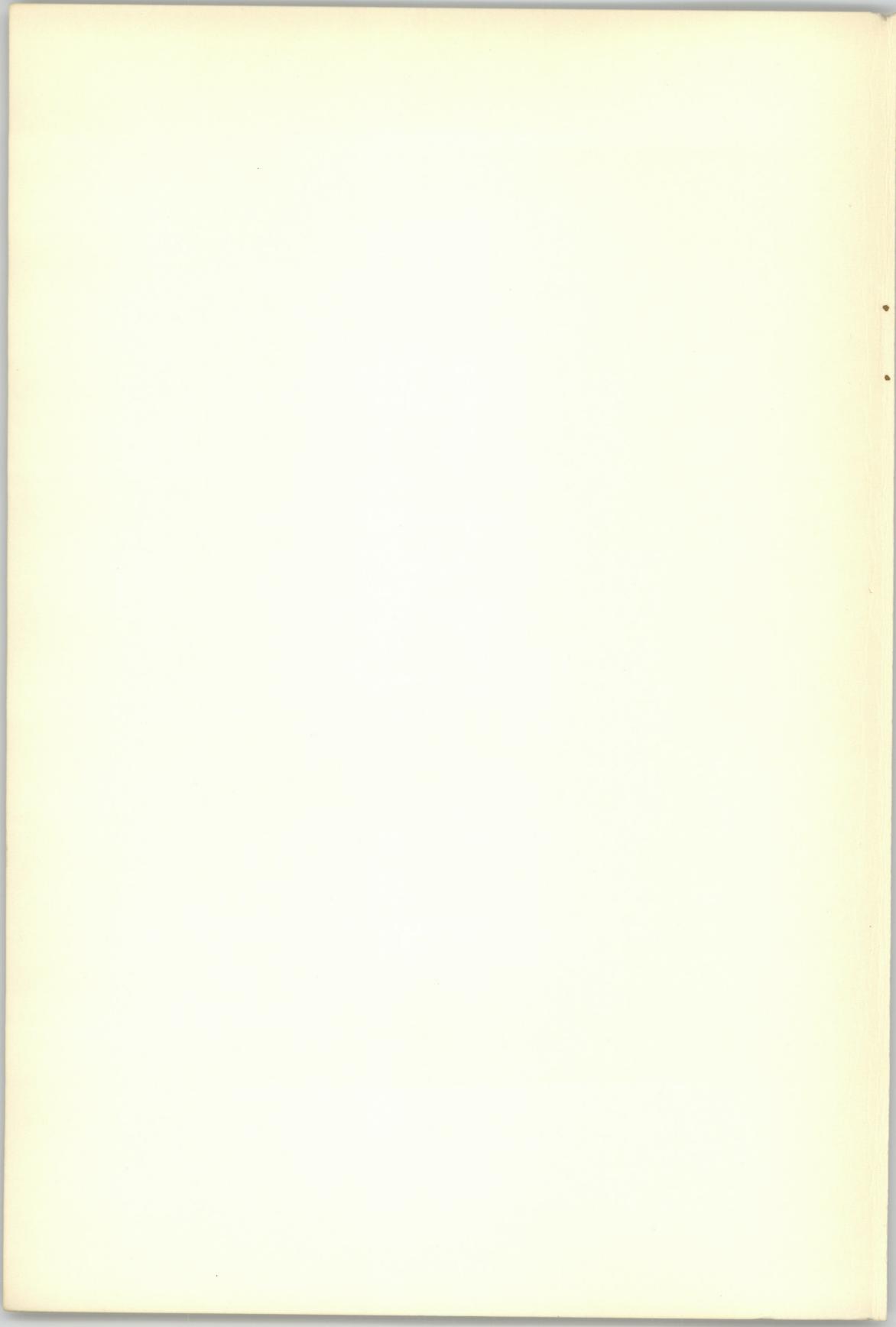
II. Annual Report, July 1, 1959 to June 30, 1960



State of New Jersey
Department of Education
***DIVISION ON CIVIL RIGHTS**

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*Formerly "Division Against Discrimination," changed to "Division on Civil Rights" as of June, 1960.



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- I. Proceedings of the Fifteenth Anniversary Conference**
- II. Annual Report, July 1, 1959 to June 30, 1960**



State of New Jersey
Department of Education
***DIVISION ON CIVIL RIGHTS**

*Formerly "Division Against Discrimination," changed to "Division on Civil Rights"
as of June, 1960.

DIVISION ON CIVIL RIGHTS

CIVIL RIGHTS COMMISSION

Miss J. Margaret Warner, *Chairman*
Mr. Theodore Rathjen, *Vice-Chairman*
Mrs. Margaret Sullivan
Mr. Harry O'Mealia
Mr. Lorenzo Oakley
Mr. Frank W. Baron
Mr. Sidney Reitman

ADMINISTRATIVE OFFICERS

Frederick M. Raubinger, *Commissioner of Education*
John P. Milligan, *Assistant Commissioner of Education and Director*
Thomas H. Bogia, *Supervisor of Education*
Isham B. Jones, *Supervisor of Compliance*
Howard Siegel, *Administrative Assistant*

FIELD REPRESENTATIVES

Charles A. Ashley	Stewart M. Meyers
William W. Barnes	Arthur W. Murphy
Marion L. Courtney	J. Forbes Smith
William E. Jackson	Emmett E. Spurlock
F. Douglas Williams	

SECRETARIES

Norine G. Meyers	Lorraine Lavender
Constance A. Hoffman	Eleanor Cook
Vivian Stroman	

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1100 Raymond Boulevard
Newark

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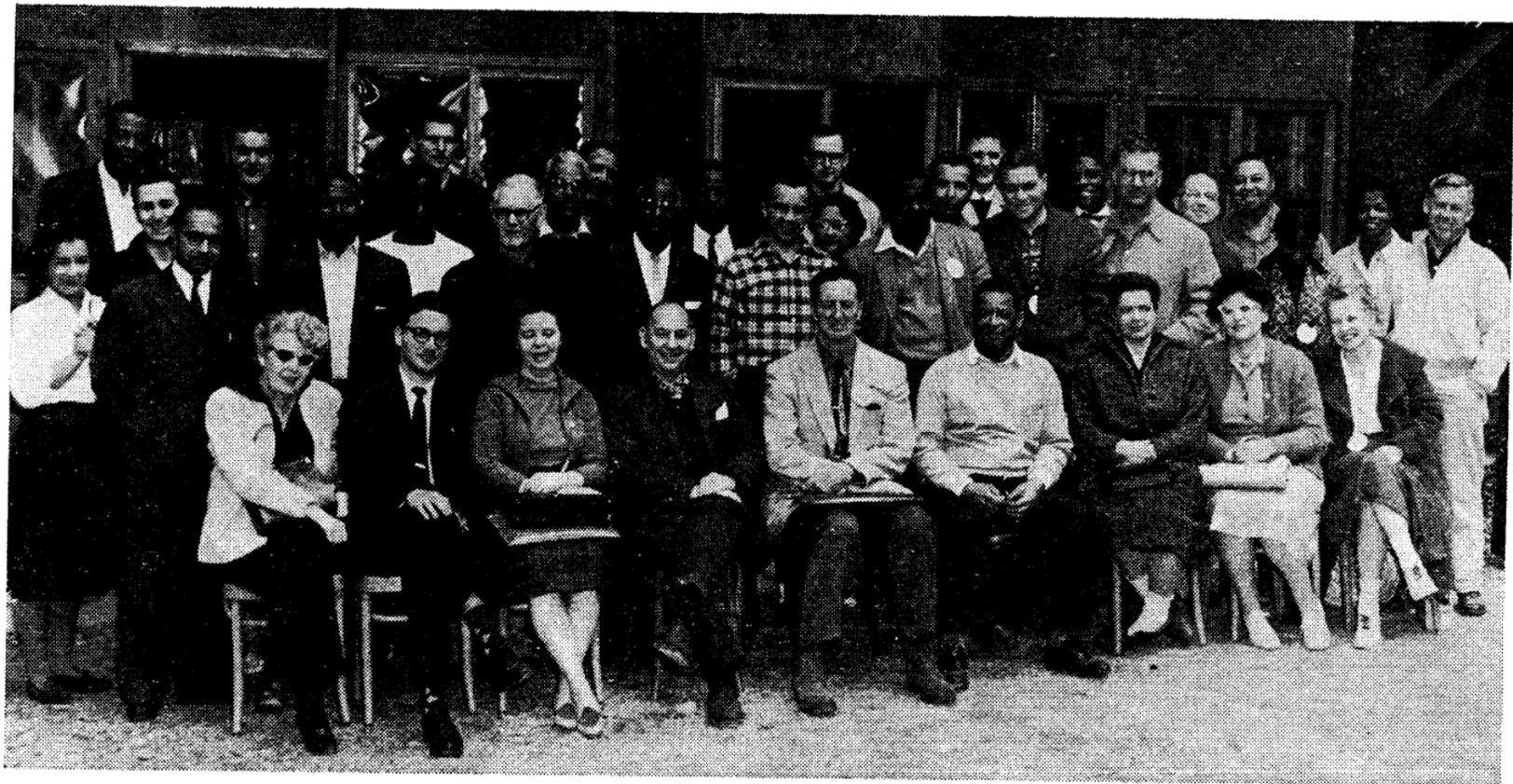
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Fifteenth Anniversary

STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

DIVISION ON
CIVIL RIGHTS

1100 RAYMOND BOULEVARD
NEWARK 2

162 WEST STATE STREET
TRENTON 25

*To the Honorable Robert B. Meyner, Governor of
the State of New Jersey; and members of the
Legislature of the State of New Jersey:*

Sirs:

In accordance with the provisions of Section 8 of Chapter 169, Public Laws of 1945, we have the honor to submit the following report of the activities, accomplishments and recommendations of the Division on Civil Rights and the Commission on Civil Rights for the annual period ending June 30, 1960.

Respectfully,

FREDERICK M. RAUBINGER
Commissioner of Education

JOHN P. MILLIGAN
Assistant Commissioner of Education

FOREWORD

The Annual Report of the Division on Civil Rights for the year 1959-60 includes a full report of the Fifteenth Anniversary Conference held at Camp Wapalanne, May 13-15. As Mr. Brant Coopersmith stated in his closing statement of evaluation: "The recommendations of the Conference will become the source of authority for many activities which we will undertake in the future." Because this statement is undoubtedly true, it is well that the record of the Conference be available for all to see. Civil rights are increasingly important on the world scene. As I myself pointed out at the historic Fifteenth Anniversary Conference, loss of freedom anywhere places all of us in danger of losing our freedom. It is my hope that the recommendations of the Conference will be widely discussed, and, where feasible, widely implemented.

The other parts of the Annual Report have, of necessity been streamlined because of the great amount of space devoted to the Conference; however, it is hoped that enough is said to indicate another year of steady progress in civil rights for our State of New Jersey.

The major achievement, many believe, has been the courts' decisions that our laws guaranteeing freedom of opportunity in the rental or purchase of publicly assisted housing are valid and enforceable.

Not to be passed over, are the other evidences of a continuing effort in enforcement of our civil rights laws in employment and in places of public accommodation. The force of this steady effort must not be discounted nor should the continued educational activities be forgotten. It is the twin emphasis on compliance and education which keeps our State in the forefront of those seeking to establish freedom of opportunity in all phases of our community life.

FREDERICK M. RAUBINGER

Commissioner of Education

PART I

Proceedings of the Fifteenth Anniversary Conference

**Civil Rights in New Jersey:
Taking Stock after Fifteen Years**

May 13, 14, 15, 1960
Camp Wapalanne
New Jersey State School of Conservation
Stokes State Forest

INTRODUCTION

On June 4, 1958 a report evaluating the compliance procedures of the Division on Civil Rights was submitted by a distinguished committee headed by Professor Milton Konvitz of Cornell University. One of the major recommendations of this report is that the Division should convene an annual conference of representatives of agencies and others interested in the field of civil rights. The report says specifically:

“Particularly for the year 1960 should such a conference be planned, because it will be the 15th anniversary of the establishment of the New Jersey agency . . . and a 15th anniversary conference ought to be an occasion for a notable program that will focus attention on the New Jersey agency in such a way as to make the work of the agency a matter of pride nationally and internationally. . . .”

A “Consultation Report on Community Relations Program of the Division Against Discrimination” was submitted by Professor Dan W. Dodson of New York University on August 13, 1959. Dr. Dodson supported the proposal for a 15th anniversary conference recommending that “. . . the suggestion . . . of the Konvitz report be implemented. . . . Such a program could be a time of stock taking and planning for all groups, both volunteer and private, in the State. It could also be a time when the conflicting jurisdictions of the various groups could be examined and corrected. Each conference could become a bench mark against which to measure progress in the forthcoming year. It would be an educational event of tremendous significance, and its planning value could be enormous.”

Such proposals laid upon the Division an obligation which it could not ignore even if it had wished to do so. There was discussion of the matter by the Civil Rights Commission, which endorsed such a conference—particularly in the 15th anniversary year.

The Director of the Division appointed a planning committee late in 1959 to design a conference as recommended. The committee was as follows:

Mr. Thomas H. Bogia, *Chairman*
Mr. Brant Coopersmith
Mrs. J. C. Merrill
Mrs. Marion Courtney
Mrs. Helen Ware
Mr. Benjamin Collier

The committee met and ultimately the highly successful conference was held which is reported herein.

Appreciation is expressed, to the committee and to all those who participated in the conference. Especial appreciation is expressed to Mr. Clifford Emanuelson, Director of Camp Wapalanne and to his wife for the splendid manner in which they made available all the facilities of the camp so that the conference could proceed effectively.

Special mention must be made, also, of the great amount of effort and energy expended by all members of the professional and secretarial staff of the Division in making the conference the successful venture which, undoubtedly, it was.

JOHN P. MILLIGAN

Assistant Commissioner of Education



Panel on "What Progress"

PROGRAM

Friday, May 13

- 4:00 P.M. Registration
6:00 P.M. Supper
6:45 P.M. Welcome.....John P. Milligan
Director, Division on Civil Rights
“New Jersey in World Perspective”
Frederick M. Raubinger
New Jersey Commissioner of Education
“Problem Census”.....Coordinator: Daniel S. Anthony
8:30 P.M. Film—“Destiny’s Tot”

Saturday, May 14

- 9:00 “What Progress?”
Panel: Daniel S. Anthony, *Chairman*
Samuel A. Williams, Sydney Kellner,
Fred Landolfi, George Pfaus,
James Pawley
10:15 Work Groups
(To discuss, assess and report on “What Progress?”)
Leaders: George Pfaus, Mrs. J. C. Merrill,
Benjamin Collier, William F. Scholl, Jr.,
Harry Strohl
2:00 “New Directions”
The Hon. Sidney Goldmann
Discussants: S. David Winans, Milton Feinberg,
Monroe Dowling, Lawrence Houstoun
3:15 “Work Groups”
(To discuss, assess and report on “New Directions”)
Leaders: George Pfaus, Mrs. J. C. Merrill,
Benjamin Collier, William F. Scholl, Jr.,
Harry Strohl
7:00 “Work Groups”
(Continuing as organized)
8:30 Recreation
Films—“The Burden of Truth”
“The New Girl”

Sunday, May 15

- 9:30 “Work Groups”
(Preparing Final Reports)
11:00 “Summary Reports”
Mrs. J. C. Merrill, William W. Barnes,
Harry Strohl, Phyllis Novack
Discussion
“Evaluation of the Conference”.....Brant Coopersmith

New Jersey in World Perspective

FREDERICK M. RAUBINGER
Commissioner of Education

At the outset Commissioner Raubinger reviewed his eight years of association with the DAD. He spoke of the difficulty of the task of the Division, giving credit to the staff for its efficiency and dedication. He also indicated that the Department of Education was genuinely concerned with the work of the Division, even though this may not always seem apparent because of the unique way in which the Division is related to the Department.

It was shown that the fifteen years of DAD existence coincides with the closing of World War II to the present time—a period during which the surge of freedom and the revolution of people throughout the world was paramount. The Commissioner stated that fifteen years ago in Africa there were only four free areas as compared to eight today. He mentioned the birth of freedom of India, Ceylon, Burma, Syria, Lebanon, and Morocco.

Dr. Raubinger emphasized that this surge of freedom is, in a sense, a threat and a challenge, in that the world is watching the U. S. to see whether the democratic utterances of this nation are to be really carried out—as opposed to the course of action which the U. S. S. R. is going to follow, especially in Asia and Africa. He felt that the above situation will prod the U. S. into faster and more positive action in the field of human relations.

The Commissioner recited the role of New Jersey as one of the fore-runners in the field of human relations, citing specifically the areas of employment, public accommodations, housing, and education (schools). He pointed out that in fifteen years nondiscrimination in places of public accommodation has greatly improved. He stated that employment surveys have set forth the law to employers and that in employment, too, the picture has changed greatly in a positive direction. It was expressed that school segregation in New Jersey has been almost completely eliminated—except where housing is segregated. Finally, he stated that the Division was beginning to launch its efforts in the area of publicly assisted housing and was making its presence felt.

In conclusion, Dr. Raubinger emphasized that the freedom or loss of freedom of one of us is reflected on all of us—obviously, this loss of freedom is a danger to everyone.

(Summarized by Charles A. Ashley)

Problem Census

The conference was structured so that following Commissioner Raubinger's initial address, Daniel Anthony led a discussion with the conferees (comprising 65 at that session) on the question: *What are the problems in civil rights and intergroup relations in New Jersey today?* The problems as stated were listed on the blackboard.

At the conclusion of this open session, the committee met and organized the problems under four rubrics as shown below. These were mimeographed and distributed to the conferees on Saturday morning.

Problems for the Conference

1. Educational programs for the development of human relations values and practices:
 - A. Workshop programs.
 - B. Psychology of prejudice.
 - C. Respect for religious convictions in public schools.
 - D. Civil Rights in teacher education.
 - E. Appreciation of cultural pluralism.
 - F. Segregation in neighborhood schools.
2. Providing freedom of opportunity in employment and in public accommodations:
 - A. Self-segregation.
 - B. Block-busting in suburbia.
 - C. Respect for rights as well as for people.
 - D. Discrimination in hiring and upgrading.
 - E. Economics as a factor.
 - F. Barber shops and beauty parlors.
 - G. Better communication among intergroup agencies and persons.
 - H. Stringency of laws.
 - I. Use of mass media.
 - J. Curriculum for teachers.
3. Effects of Anti-discrimination laws in New Jersey:
 - A. Public accommodations.
 - B. Employment.
 - C. Housing.
 - D. Education.
4. The changing neighborhood:
 - A. Separation, segregation, self-segregation and integration.
 - B. Psychology of prejudice.
 - C. Block-busting in suburbia.
 - D. Cultural pluralism vs. myth of superiority.
 - E. Effects of newcomers on schools.

(Conducted by Daniel S. Anthony;
Summarized by Daniel S. Anthony,
Marion Courtney, Isham B. Jones,
John P. Milligan)

What Progress?

Saturday May 14, at 9:00 A.M.

The panel for this session consisted of Daniel Anthony, James Pawley, Sydney Kellner, George Pfaus, Samuel Williams, and Fred Landolfi.

Mr. Anthony, acting as moderator, called on each panelist to discuss what he had seen in the way of progress since enactment of the Law Against Discrimination in 1945.

Mr. Pfaus

He thought that over all, tremendous strides forward have been made since creation of the DAD, although there are still a few doors closed. He felt that there is a difference in the policies of many employers and that some negative attitudes in the employment field have disappeared. He felt that progress has been made in the professions as well. He felt that the biggest thing to be done yet is the preparation of people for positions which he said was an important role for schools to play.

Mr. Kellner

He cited the problems of Jews prior to 1945 with the subsequent changes that have taken place in the areas of employment, public accommodations, and housing. He said that the employment picture has improved considerably although there is still trouble at high-level positions. In the field of public accommodations, prior to 1949, there was rampant discrimination by hotels and in the seashore areas, particularly. In the field of education, there has been a marked improvement in admissions policies in schools of higher learning and in the admissions policies of school fraternities. With respect to social discrimination, the serious problem confronting Jewish people now is the club-community which is a problem area where little progress has been made.

Mrs. Kellner, from the audience, interjected that there has been marked progress in the hiring of Jewish teachers.

Mr. Anthony asked for opinions from the audience as to what progress some of the audience thought had been made in recent years. He got such answers as:

1. Planned integrated housing.
2. Feeling of equality.
3. White people are more acquainted with the subject of human relations.
4. Police institutes.
5. Workshops.
6. The airing of human relations problems by mass media.
7. Opening of new neighborhoods.

Mr. Pawley

He thought that one of the most significant changes to take place has been the change in attitudes of people. He emphasized the concern of more and more people with regard to the subject of human relations. He said that more people want to know and keep abreast of the problems and the resolutions.

Mr. Landolfi

He pointed out the important role of education of young people. He said that the schools have a big role teaching more than "book learning." They must teach modes of behavior, morality, democracy, and character.

Mr. Williams

He said that he has noticed great improvement in the placement of doctors and nurses in hospitals. He referred to early surveys made on this subject and the past and present statistics. He said that education in 1946 was segregated in Southern New Jersey, but it no longer is so. He said that when the New Jersey National Guard was desegregated, the first one in the United States to be so, this was a tremendous step which led to the 1949 Freeman Law. He said that provision for housing was purposely omitted from the first laws which were passed, but later there was the passage of the public housing bill in the early 1950's. He emphasized the importance of integrated housing, of people living together and getting to know each other.

Mr. Anthony called upon Mr. Landolfi again to discuss the program of improvement at South Side High School in Newark.

Mr. Landolfi stated that originally, when he became principal a few years ago, the physical plant was dilapidated, morale of teachers and students was very low. The student body is about 50 per cent white and 50 per cent Negro.

He said the first thing that was needed and was done was a rehabilitation of facilities.

Next, it was important to attempt to build morale. A faculty council was established to deal with curriculum and extra-curricular problems. A student council was revived and is now very active. All of this has the effect of establishing democratic procedure, a climate of democracy, and has been highly successful in building the morale of everyone concerned. The faculty, by recommendation and vote, and the student body through its council as well, is living democracy. They are now interested. The program is working. Interest, morale, and spirit are at an all-time high as evidenced by the establishment of scholarship funds whereby students have a chance to have use of college tuition money that they did not have when there was no scholarship program. Even outside parties, alumni, industry, etc., have come to

be interested and are pouring thousands of dollars into this scholarship program. There is no particular or undue emphasis on human relations as such because everyone is sincerely living it at South Side High School.

Mr. Kousin, of Elizabeth, from the audience, agreed with Mr. Landolfi when he said that when human relations are practiced, you don't have to teach or preach about it.

Mr. Kessler of Glassboro State College, from the audience, asked about progress in Southern New Jersey.

Mr. Orrin Jones of the Salem County Association for Improved Living, from the audience, joined Mr. Kessler and stated that problems have hardly been scratched. There is a great deal still to be done in Southern New Jersey, he said.

Recorders: William W. Barnes and Stewart M. Meyers

Organization of Work Groups

Immediately following the panel discussion on "What Progress"; four work groups were organized to discuss, assess and prepare reports on "What Progress" since 1945 (when the Law Against Discrimination became operative). The groups were organized in terms of the rubrics indicated on the list of "Problems for the Conference" (See P. 15) which are as follows:

1. Educational programs for the development of human relations values and practices.
2. Providing freedom of opportunity in employment and public accommodations.
3. Effects of anti-discrimination laws in New Jersey.
4. The changing neighborhood.

Participants in the conference were asked to choose which of the problem areas they would prefer to consider. A show of hands then indicated the following numerical distribution:

Group 1	20 persons
Group 2	8 persons
Group 3	8 persons
Group 4	15 persons

As the group worked through the conference the choices did not remain fixed. Persons shifted to other interest fields, but the work groups, on the whole, remained stable.

The work groups formed on Saturday morning worked on their problems in terms of "progress" and remained together for their work on "new directions" after the Saturday afternoon presentation.

The reports which follow, immediately, are those dealing with "What Progress." Reports on "New Directions" follow the presentation and discussion of Judge Sidney Goldmann's address.

Work Group Reports on "What Progress?"

Work Group Number 1

What progress in educational programs for the development of human relations values and practices?

Group Leader: Mrs. Jessamine Merrill, Trenton Human Relations Council

This group comprising approximately **fifteen** participants, discussed the issue, *Educational Programs for the Development of Human Relations Values and Practices*. The specific areas of initial interest included:

- A. Workshop programs.
- B. Psychology of prejudice.
- C. Respect for religious convictions in public schools.
- D. Civil Rights in teacher education.
- E. Appreciation of cultural pluralism.
- F. Segregation in neighborhood schools.

It should be noted that the ensuing discussions dealt specifically with the above mentioned areas but because of the nature of the topics there was considerable overlapping.

The broad approach was to consider the accomplishments of the DAD in perspective—that is, to set forth the situation as of 1945 and to relate the above situation to conditions presently. Generally it was agreed that:

1. Places of public accommodation and employers which formerly denied opportunity to Negroes now generally accept them.
2. There was noticeable improvement in treatment of minority groups by the press. It was noted that fifteen years ago there was either no mention or unfavorable mention of minority groups in the press as a general rule.
3. There were no human relations workshops fifteen years ago whereas now many workshops are held throughout the state.
4. Fifteen years ago there was a lack of rapport in communities and groups whereas now there is a much improved relationship caused by a recognition and awareness of the intergroup problems in communities throughout the state.

5. Fifteen years ago there was sectarian religious emphasis in the schools; now there has been an alleviation of the sectarian emphasis; there is an awareness of the problem, and there is emphasis on moral and spiritual values.

Recorder: Charles A. Ashley

Work Group Number 2

What progress in providing freedom of opportunity in employment and in public accommodations?

Group Leader: Benjamin Collier, Paterson Commission on Human Relations

The following is the group PROGRESS REPORT on the following topics:

A. Self-segregation

It still exists in employment and in the use of public accommodations. Generally it is not voluntary—it is usually forced. There has been progress of a limited nature in housing, whereas greater advances have been made in employment and public accommodations.

B. Block-busting in suburbia

It is on the increase. Progress has been made in this area in many instances without disturbing the stability of a neighborhood.

C. Discrimination in hiring and upgrading

The group felt that great progress has been made since enactment of the Law Against Discrimination with respect to hiring, except that little or no progress has been made in either hiring or upgrading to decision making, supervisory, managerial, and general white-collar positions. This holds true in industry and local, state and federal government. One of the industries which the group felt lags most, even with respect to general hiring, is the financial industry.

D. Economics as a factor

With greater financial ability, minority groups have been able to participate more fully in the use of public accommodations. This has been made possible through civil rights legislation.

E. Barber shops and beauty parlors

The group felt that very limited progress has been made in these areas due to the exemption of these facilities from the law.

F. Better communication among intergroup agencies and persons

The group recognized the continuing need for the best possible communication among all agencies in the field. There has been a no-

ticeable improvement recently with the Division calling together, regularly, intergroup agencies for reporting and discussions, and the regular meeting of intergroup agencies themselves for this same purpose.

G. Stringency of laws

Enforcement of civil rights laws has been tightened recently by the addition of legal staff to the Division on Civil Rights.

H. Use of mass media

The group felt that fine progress has been made in this area by newspapers, films, journals, radio-TV, and the theatre. All have helped to make the public aware and have helped in forming positive attitudes.

I. Curriculum for teachers

The group felt that some progress has been made in this field, but there is a decided lack of regular programming.

J. Over-all progress analysis

The group felt that really great progress has been made since the advent of the law in 1945—more progress than in the previous 80 years. Recorders: William W. Barnes and Stewart M. Meyers

Work Group Number 3

What progress in the effects of anti-discrimination laws in New Jersey?

Group Leaders: William Scholl, Jr., National Conference of Christians and Jews and Harry Strohl, Passaic

The following is a report of the discussion and ideas in Group No. 3: THE EFFECTS OF THE ANTI-DISCRIMINATION LAW IN NEW JERSEY, with regards to

- A. Public Accommodations
- B. Employment
- C. Housing
- D. Education

The group's first meeting was held on Saturday, May 14, on schedule, at 10:15 and the group worked until 12:00 noon.

I. PUBLIC ACCOMMODATIONS

A. The progress in this field, since the 1940's has been tremendous. Eating places, bowling alleys, retail shops, no longer pose major problems to the minority group person. In general, he can eat, bowl, and shop where he pleases.



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Work Group on Employment and Public Accommodations

B. The progress reflects the social growth in the world, nation, and state; reflects the work of agencies; and reflects the general awakening to international needs. Progress cannot be attributed to the Freeman Act alone.

C. There does seem to be truth to the belief that progress has been made in areas covered by the law—if not covered by law there would be little and sporadic progress in civil rights.

II. EMPLOYMENT

A. Because of federal contract requirements, the labor shortage, better education of minority group people, work of private agencies, the DAD, et al., significant progress has been made.

1. Industrial surveys have been made in all 21 counties of New Jersey by the DAD.
2. The DAD has been able to have face-to-face contact with employers.
3. Questions raised in surveys are an educational undertaking regarding civil rights.
4. Industry has been, in general, receptive to the DAD and its tasks.
 - a. Employers' fears of employee resistance have lessened.
 - b. The employer has stated his problems freely to the DAD.
5. Early discrimination, though rampant, was conventional rather than openly vicious in most cases.
6. Under the law, management is forced to begin to look at itself.
7. This does not mean that the work of the DAD is done.
 - a. More complaints are needed.
 - b. Further use of the power of the Commissioner of Labor to file complaints.
8. The DAD now finds ready solutions when complaints are investigated. Therefore, they are now concentrating their attention on the more skilled occupations and upgrading rather than the mere maintenance level of occupation alone. It is felt that this is as it should be.

III. PUBLIC HOUSING

A. Progress in the desegregation of public housing has been made, but real integration in this area has still not been accomplished. Ratios, location of projects, and management still are obstacles.

B. Few complaints have been received by the DAD in public housing.

C. It is important to note that the constitutionality of the housing law is still being questioned and contested before the United States Supreme Court.*

*The U. S. Supreme Court has rejected Levitt's appeal. Levitt must now offer complainants houses.

IV. EDUCATION

A. Heart-warming progress in desegregation and integration has been made due to the law, the DAD, and effective leadership from the Governor, the Department of Education, the Attorney General, and dedicated volunteers.

B. Progress has been made in teacher integration.

C. Though some school laws have been on the books since 1881, real progress had not been made until the enforcement agency known as DAD was created.

Recorders: C. Douglas Williams and Arthur W. Murphy

Work Group Number 4

What progress in "The Changing Neighborhood"?

Group Leader: George Pfaus, Deputy Commissioner of Labor and Industry

The Group No. 4 discussion had as its topic THE CHANGING NEIGHBORHOOD.

The sub-topics which had grown out of the suggestions made by the entire conference group at the opening session were as follows.

- a. Separation, segregation, self-segregation and integration.
- b. Psychology of Prejudice.
- c. Block-busting in suburbia.
- d. Cultural pluralism vs. myth of superiority.
- e. Effects of newcomers on schools.

It was immediately recognized by this discussion group that "Changing Neighborhoods," in the context in which this topic is considered today, presents one of the most challenging and most difficult problems facing communities throughout the State.

Because this area of discussion is still begging for workable solutions, the group spent the first two sessions exploring the wide range of difficulties and problems which frequently beset a changing neighborhood situation. Some of the group acknowledged the fact that people do have prejudices; that they often exhibit a herd instinct to band together, usually from a lack of understanding of others. Discussants, therefore, exchanged knowledge of experiences and information in an effort to bring out the most common problems which arise. The close interrelationship of the various sub-topics made it very nearly impossible for the group to consider them independently.

Past and present attempts to meet the challenge of the "Changing Neighborhood" were discussed in terms of specific areas such as Bergen

and Burlington counties, Teaneck, East Orange and the Clinton Hill section of Newark. It was brought out that Teaneck, over the past five years, had undergone a process of progress and retrogression in its quest for a satisfactory solution to a panic-selling situation. Teaneck was a natural example for discussion because of the wide publicity it received. However, it was felt that too much publicity had had an adverse effect upon the situation by putting it too much in the public view.

East Orange was cited as a community where positive action is being taken through a rehabilitation program. Burlington County, through the Human Relations Council, and Bergen County, through the recently formed Bergen Fair Housing Committee, were also cited for the efforts of these voluntary organizations in working for an open housing market.

Progress under the law was also discussed. The Levittown and Greenfields Farm cases were recognized as milestones in the enforcement of the Law Against Discrimination in Housing. Public Housing, too, was stressed as a positive force in demonstrating that the law can be effective in opening a wider housing market to minority families. Municipal rehabilitation programs were further pointed to as still another tool which may be helpful in solving the "Changing Neighborhood" problem and the ills so frequently attendant upon it.

Gradually there emerged from the early session certain fundamental precepts which the group felt are necessary as a basis for workable solutions to this complex problem in human relations. First it was felt that any solutions must be based upon full use of the democratic process—not talking, but doing. Secondly, strategies need to be developed to anticipate "Changing Neighborhood" situations so that available approaches and tools can be applied before panic selling can begin to take hold. Lastly, the need for leadership training in this area is great. It was felt that professional workers should provide this training in local communities on request and should also work through municipal agencies wherever possible.

Recorder: William E. Jackson

NEW DIRECTIONS

Remarks of Judge Sidney Goldmann, Saturday, May 14, 1960—2 P.M.

In his informal remarks Judge Goldmann briefly discussed the progress in the human relations field in New Jersey, as well as the strengths, weaknesses and operations of our present anti-discrimination law. He spoke of the common responsibility of minority groups in their own self-government and suggested that the time has come when they must in greater and more effective degree establish their own councils, policies and leadership in order to help achieve the common purpose of sound community living.

There is a need to reexamine the basic premises underlying human relations work if justice and "right action" are to be achieved. Discrimination, of course, feeds the motivational needs of a great many people: for example, their venting of hostility and desire for status. The human relations movement must itself be examined because the law does not deal with the basic directions of mankind, but is a procedure for dealing with events as they occur. (This is not to say that those administering the law may not, through the educational facilities available to them, carry on a program of prevention and neutralization.)

Judge Goldmann observed that it is no longer conventionally acceptable to discriminate; the discriminator has come to know that the community does not approve, and feels the presence of such disapproval. Accordingly, he proceeds in a more circumspect and devious manner. The Judge concluded that what is lacking for an effective realization of the laws on our statute books is a real study of the origins of prejudice. An example of outstanding work in this field is the five-volume "Studies in Prejudice" carried out under the auspices of The American Jewish Committee.

We presently assess prejudice in terms of what others do to us, *i. e.*, with regard to the particular "in-group" to which we happen to belong. However, equally as important as determining the patterns of prejudice in those who discriminate against the in-groups, is to determine the feelings and prejudices of the members of the in-group itself. The so-called minorities have pretty much ignored the stereotypes and prejudices which they bear toward the community about them. The time has come when it is imperative that research be done on the nature of in-group prejudice as it directs itself toward the culture at large. The results of such studies would not only enable us better to understand the entire nature of prejudice, but the interaction between in-groups and out-groups. It would also help us to obtain a greater body of information with which to strengthen and make more effective our present state program for dealing with prejudice and ruling upon acts of discrimination.

Although a measure of good results can be achieved in neutralizing or eliminating prejudice by classroom teaching, the real work must be done within the frame of everyday life, dealing with people in real situations—in the family, in business and industry, in government, in the church.

One of the most successful ways of achieving progress in the future is the organization of strong local groups dedicated to establishing and carrying out dynamic programs of prevention and education in their respective communities. Such organization will, of course, be voluntary, and on a municipal or area basis. They will be tied in, for purposes of communication and unifying direction, with the state agency, whose job it will be to consult with them and direct them in a solution of their local problems.

Returning to his contention that human relations cannot effectively be taught in the schools, Judge Goldmann voiced the opinion that it must be "lived in order to be realized." He asked, "How do you teach the teacher so that she may teach those entrusted to her care?" He also asked, "And if the teacher is able and effective, what happens to the youth whom she releases into the bosom of the family where parents, with slurring words, defeat in an instant the program taught in school, or releases them into a business or industry which practices prejudice, or into the unhealthy atmosphere of a benighted community?"

The volunteer agencies, operating on a local basis and tying in with the state-wide facilities, will do much to reach into the home and into the general life of the community, as well as into the school, thus influencing the minds of parents, employers and others who might poison the springs of good community relations.

Judge Goldmann voiced his personal opinion that it was unfortunate that the Division Against Discrimination is not adequately staffed or supported to do a proper educational job or, indeed, a full and vigorous enforcement job. The need is for more funds and staff so that the Division may participate more effectively in education, research, and the coordination and encouragement of efforts of community agencies.

Turning to the legal field, the Judge underlined the fact that the Constitution itself guarantees civil rights and liberties. But too many people have given only lip service to these guarantees. The Legislature has shored them up with necessary laws in the areas of employment opportunity, public accommodation, housing and the like. Law enforcement is as important today as education, if not more so. The presence of legal sanctions goes far toward creating a respect for the rights of others; it creates a climate of right action. There is a great need today of strengthening the hand of administration, in rounding out our anti-discrimination laws (some of this is being done at the present legislative session) and legal procedures.

Judge Goldmann compared the work of anti-discrimination agencies with those in the family welfare field. The basic philosophy of an adequate social welfare program is self-help; the goal is to make the client self-sufficient and reliant. Unless this happens, there is a need for continual help to the client with an accompanying deterioration and a readiness on the part of the client to remain helpless. Drawing upon this analogy, he stated his belief that now is the time for the Negro and Puerto Rican communities to start their own self-help programs, to develop leadership and organization, not only for the purpose of making their voice heard in support of civil rights and liberties, but generally for all matters affecting their welfare—social, economic and philanthropic.

Judge Goldmann summed up by stating his hope that the near future would bring a more comprehensive law, a more effective and broader based administration of the law, research into the nature of prejudice both inside and outside minority groups, the more effective organization of human resources to deal with the problem as a total problem, and that the minorities themselves would begin to take the lead in New Jersey in moving not only toward greater equality but a deeper realization of the part they must play in creating a healthy community.

Discussion

In the discussion that followed the address of Judge Goldmann there were some dissenting opinions. One issue was that Negroes are ready now to meet others on the side of the bargaining table, and that the NAACP and the Urban League do represent the voice of leadership for which the Judge called. It was hoped that this leadership will encompass twenty-one counties of New Jersey and that an impact of the law may be made by legal pressuring of the Senate by these two organizations. Another discussant suggested that a problem to be considered is the problem of the Jewish group; that it has no unified voice and, therefore, it is sometimes used as a wedge for excluding the issue itself, for example, "religion in the schools." There was a feeling also that Civil Rights and human relations can be taught through the educational facilities of today's classrooms; that although human relations must be lived to be meaningful they can also be lived and taught in the classroom. Another discussant cautioned against the Judge's concept of local community action groups under the auspices of the Division Against Discrimination, State Department of Education, stating that local groups sometimes are in the position of not being able to "see the forest for the trees" and also may, if not careful become entangled in "grinding their own particular axe."

A discussant also urged for a "gestalt" in the thinking of agencies and stated that although local level agencies might be confusing issues, some process should be worked out to augment and facilitate some form of local grass roots operation integrated right up to the Governor's office. Also a suggestion was made for in-service training of teachers in human relations developments, so that all teachers in high school will have some experience with human relations procedures and be able to integrate them into their own specific discipline. Concomitant with this another discussant stated that the Department of Education needs to train people in the field of human relations.

Allowed a few moments of rebuttal, Judge Goldmann stated that he was in agreement in principle with the discussants who had just preceded him, however, he stated again, that "the Negro must arise to 'meaningful leadership within his community,'" and further advanced the opinion that his present development, although encouraging, left plenty of room for growth and improvement in the form of a greater

voice and action on more issues than at present. As a final word, Judge Goldmann suggested, more as an afterthought, that in the areas of unions, some work could be done, as all unions do not cooperate with the State fully, and should be examined regarding their policies, so that we have a greater understanding in the philosophy of unions operating with industry in the State of New Jersey. On this note the speech and discussion period was closed.

Summarized by Arthur W. Murphy



Work Group on Educational Programs

Work Group Reports on "New Directions"

Work Group Number 1

What are the new directions in educational programs for the development of human relations values and practices?

Group Leader: Mrs. Jessamine C. Merrill

There was a great deal of discussion of the complete educational program and finally it was agreed that the following recommendations were advisable and pertinent:

I. There should be a formal organization of machinery for the cooperation and coordination of local communities throughout the state.

This might be accomplished by:

A. *Advisory Committees*

1. One person in each community—preferably the director of an agency.
 2. There should be DAD staff representation and follow-through.
 3. DAD should work with this group on a formal basis with regular meetings if possible.
- B. Preparation of a directory of intergroup agencies—both volunteer and professional with:

1. Names and addresses.
 2. Mimeographed and kept up to date.
- C. Preparation of a list of local studies and surveys.
1. Kept up to date.
 2. Sent to all local groups.

II. There should be an aggressive program with local schools with respect to pupil education in human relations.

This might be accomplished by:

A. Syllabus for teaching Human Relations in Social Studies curriculum.

Local agencies should have copies of the syllabus and should be prepared to reinforce the DAD in its efforts.

B. One county should be used as a pilot program. The program should thus be developed in depth and DAD could proceed therefrom.

III. There should be a community program to bring out the concept of cultural pluralism in our society—such as the supplying of materials to agencies and other organizations which could be used to support the program.

IV. DAD should conduct research in textbook publication to determine what is being written in respect to the contributions of various ethnic groups—with particular interest and emphasis on the content, value, and accuracy of textbooks in terms of human relations.

V. There should be a Special Committee—appointed by the Commissioner of Education—to delve into areas of improvement regarding:

- A. Site selection of schools with the aim of maintaining integration.
- B. In-service teacher training in intergroup relations.
- C. In-service training of school officials in human relations.
- D. Re-definition of the function of guidance teachers for working with the culturally deprived.
- E. Teacher materials.

VI. A course in human relations should be required for teacher certification.

The workshop method is strongly recommended for this purpose.

VII. A full report of this conference should be sent to all interested parties throughout the state.

Recorder: Charles A. Ashley

Work Group Number 2

What are the new directions in providing freedom of opportunity in employment and in public accommodations?

Group Leader: Benjamin Collier

Recommendations:

1. The group urges the continued effort of all agencies and media to keep the public informed of the DAD and its services.
2. The group recommends re-enactment of that part of the law which was repealed in 1949: this is, provision for regional councils.
3. The group recommends a fair housing law to include all housing.
4. The group recommends a survey of vocational-technical high schools admissions policies.
5. The group recommends continuing industrial surveys by the DAD.
6. The group recommends a survey of apprenticeship programs in industry.
7. It recommends a survey of admissions policies and apprenticeship programs of unions.

8. It recommends a more cooperative relationship between the DAD and the New Jersey Employment Service.
9. It recommends for future certification for teachers in New Jersey public schools, a three-credit-hour required course in Human Relations.
10. It recommends, finally, the continued urging of school guidance counsellors to encourage the highest aspirations of students.

Recorders: William W. Barnes and Stewart Meyers

Work Group Number 3

What are the new directions in the effects of anti-discrimination laws in New Jersey?

Group Leaders: William F. Schroll, Jr. and Harry Strohl

Recommendations:

A. Employment

1. In the areas of discrimination in employment and union discrimination, it would seem that present and pending laws are sufficient and new law is not needed.
2. The problem seems to be one of education so that the general public and the complainant recognize their responsibilities.
3. That a research department be instituted within the DAD to coordinate, advance, refine the techniques, and enlighten the citizenry of the state.

B. Education

1. That the DAD and the State Department of Education seek means of implementing the current laws which prohibit religious exercises in schools.
2. That the DAD and the State Department of Education consider means of implementing the current teacher training and in-service training in the fields of human and intergroup relations, placing major emphasis on the means of selection of the staff, to assure that the teacher will give evidence of supporting this program in spirit as well as in fact.
3. School libraries should give full recognition to the heterogeneous nature of our history and people. In teaching, perhaps texts might well through pictures and general reference, teach these lessons too.
4. Human and intergroup relations should be taught as an identifiable part of the on-going program of all children from kindergarten through grade twelve.

C. Public Accommodations

1. That study be given to the role, responsibilities, and obligations of lawyers, doctors, and dentists in relation to treating and servicing all people.
2. Because of the discriminatory policy of some barbershops and some beauty parlors, we urge refinement of the law—so that places of public accommodation not specifically mentioned in the law will be covered by an inclusive clause.

D. Housing

1. That the current housing act be implemented to encompass real estate brokers and lending institutions with regard to equal treatment for all clients.
2. With regard to private housing, we urge the DAD to anticipate “block-busting” and seek to educate the general public so that this public will not panic.
3. That real estate brokers be given legal sanction in their selling to all persons regardless of race, creed, color, national origin, place of birth, etc.
4. There was a majority decision that the current laws be expanded to include restrictions as to the renting and selling of homes by private owners so that they may not discriminate in selling nor in renting because of race or religious beliefs. A dissent view based on the possible threats of the above to private property rights prevented a unanimous decision or suggestion from being reached. However, the feeling is herein noted.

Recorder: Arthur W. Murphy

Work Group Number 4

What are the new directions in “The Changing Neighborhood?”

Group Leader: George Pfau

The afternoon session of the group, following Judge Goldmann’s talk on “New Directions,” confined its consideration to this topic in terms of new directions in housing. The group recommended new housing legislation in New Jersey. Colorado and Pittsburgh, Pennsylvania were cited for their legislation covering discrimination in all housing. It was also pointed out that New York City is moving forward to widen the scope of its housing law.

While there was some question as to the enforceability of an anti-discrimination law in the housing field, it was pointed out that states and municipalities are enforcing such laws where they exist.

The group developed a parallel recommendation to that of legislation: the need to develop receptivity on the part of majority citizens. Discussants fully recognized that developing this receptivity prior to legislation cannot be a function of the Division. However, education *after* the passage of such proposed legislation would certainly be a part of the Division's function.

The workshop closed with a discussion designed to review the Division's (present) role, procedure and coverage under the law against discrimination in housing.

Summary

Group No. 4's discussions were summarized at the final session by Phyllis Novack of the Nutley Human Relations Council in the absence of Chairman Pfaus. Mrs. Novack summed up accurately and briefly the group's discussions and recommendations in four main points:

1. Stress was put on the importance of cooperation among all agencies in the field of human relations to solve the problem of the "Changing Neighborhood."
2. Stressed the importance of human relations training for persons in local communities and the utilization of the law wherever possible.
3. Every possible means of communication should be employed for educational purposes: contacting people, block meeting and mass media.
4. It was recommended that New Jersey should adopt new housing legislation to cover more of the housing market.

Recorder: William E. Jackson



Group Leaders and Reporters

FINAL SESSION

Sunday, May 15 at 10:30 A.M.

(Summarized by W. E. Jackson)

Dr. Milligan reminded the final session that two reports evaluating the work of the DAD had been prepared in the past two years. The first of these reports evaluated the compliance program. It was prepared by a distinguished committee of intergroup specialists headed by Dr. Milton Konvitz of Cornell University. The second report evaluated the community relations-education program. It was prepared by Dr. Dan Dodson of New York University. Both of these reports recommended a fifteenth anniversary conference which would emphasize the assessment of progress as well as the future development of the Division's program. He said that the DAD, therefore, had been charged with a responsibility for convening this conference which it had willingly accepted.

Dr. Milligan then called upon the members of the summary panel as follows:

Phyllis Novack
William W. Barnes
Harry Strohl
Mrs. J. C. Merrill

Each of the panel members summarized briefly the major conclusions and recommendations of the respective work groups detailed summaries of which precede this section of the conference report. There was discussion and comment by the assembled conferees ranging over a wide variety of topics.

The Chairman then introduced Mr. Brant Coopersmith who presented the following summary and evaluation of the conference.

WHO PARTICIPATED—IN TERMS OF 52 RESPONSES FROM PERSONS PARTICIPATING IN THE CONFERENCE WE WERE AS FOLLOWS:

An average age of 41½ years, with the majority being over 40 years of age. There were 15 women and 37 men.

28 of us identified ourselves as white
18 of us identified ourselves as Negro
1 as Aryan
1 as Ceylonese
4 who declared ourselves members of the human race
31 of us are Protestant

- 10 are Jewish
- 4 Roman Catholic
- 1 is a Sikh
- 5 of us either did not respond or indicated that we are seculars

Collectively we had 256 years of experience in some human relations organizational activity ranging from a high of 35 years of experience to a low of two years. However, 19 of us had 10 or more years of active experience—thus, providing the conference with both the advantages and disadvantages of a wide difference of experience on the part of the participants.

- 21 of us considered ourselves professionals
- 21 of us considered ourselves volunteers
- 10 of us indicated that we were affiliated with no organization in the field
- 39 of us were members of at least one voluntary organization
- 25 of this group were members of at least two organizations
- 15 were members of three organizations
- 7 of us were members of more than three organizations, with 1 person being affiliated with eight different organizations
- 29 of us have been officers of some human relations organization

With respect to our education:

- 28 of us have some graduate degree
- 12 of us are graduates of some college
- 12 of us are high school graduates

We came from the following communities:

Nutley	Elizabeth	Newark
Princeton	Bridgeton	Irvington
Trenton	Camden	Woodbury-Gloucester
Westfield	Englewood	Essex County
Teaneck	East Orange	Trenton State College
Burlington		

Two of us considered ourselves as coming from the State of New Jersey.

Trenton had the greatest representation at the Conference with five participants.

We come from a variety of occupations—ranging from Security Analyst to office worker, including the following:

9 Educators	1 Photographer
5 Housewives	1 Engineer
6 Social Workers	1 Secretary

4 Students	1 Office Worker
3 Clergymen	1 Police Officer
2 Attorneys	1 Government Employee
1 Time Study Clerk	1 person from aviation
1 Security Analyst	

Among the reasons given for an interest in the field were: search for a better way of life; I have four children; the success of my profession is contingent on my understanding; I am a Negro; it is my vocation; I am a student in the cultural exchange program; a workshop made me so; I am a teacher.

Of those who responded to the question whether this was a primary or secondary interest:

28 said primary
 7 said secondary
 3 of us preferred the term basic

The preliminary REACTION SHEET filled out by 39 of us prior to the concluding session rated the leadership of the Conference as follows:

11 Excellent	1 Satisfactory
11 Very Good	2 Unsatisfactory
12 Good	2 Some of each

In response to the question—Has the Conference contributed ideas or suggestions in terms of what you might do in the future?

17 responded — A great deal
 13 responded — Some
 8 responded — Little
 1 responded — Not at all

In response to the question—Has the Conference provided information or insights which would be helpful to you in terms of your understanding of the problems of the field?

18 responded — A great deal
 15 responded — Some
 4 responded — Little
 2 responded — Not at all

Conclusion

Thus we see what an able, experienced group we are.

As we come to the close of two days of discussion of a variety of complex, emotion-laden issues, each participant is only able to view the Conference from his limited experience within it. Consequently there develops an apprehension that the Conference may not be accom-

plishing as much as we had hoped. But as we hear the reports and recommendations of the different groups we begin to realize that we have participated in a significant event. In the years ahead the Conference will be an important factor in the frame of reference for each one of us and all organizations in this field in New Jersey.

While we have measured the progress which has taken place during the first fifteen years of civil rights legislation in New Jersey, we have also become more aware of the needs that presently exist and in organizing our collective ideas about these needs we have indeed set forth a program for the future.

The recommendations of the Conference will become the source of authority for many activities which we will undertake in the future. Therefore, as we look at the results of the Conference we realize that we have accomplished much in that we now have a better idea of what has to be done and through the inspiration which we gained from sharing these experiences we look forward with determination and confidence to the challenges which we have outlined for ourselves.

Summarized by W. E. Jackson

CIVIL RIGHTS WORKSHOP

Stokes State Forest, May 1960

Judge Sidney Goldmann	William Scholl
Lawrence Houstoun	Nida Thomas
Comm. Frederick Raubinger	Brant Coopersmith
Mahendra Wijesinghe	Jo Nielson
Harbane S. Takulia	Nancy Dean
George S. Pfaus	S. David Winans
Mrs. Susan Murphy	Dr. Edward Spare
Arthur Murphy	James Carr
Franklin Connolly	Lodrick Harris, Jr.
Stewart Meyers	Sidney Kessler
Constance Hoffman	Rev. James G. Austin
Jack Smith	James A. Pawley
Marion Courtney	Dr. Wendell C. Lanton
William W. Barnes	Stella Hemphill
Vivian Stroman	Adoph Holmes
Dr. John P. Milligan	Dr. Harry Strohl
Emmett E. Spurlock	John R. Holliday
Charles Ashley	Mrs. Sydney Kellner
Isham B. Jones	Sydney Kellner
Douglas Williams	Orrin Jones
William Jackson	Dr. James J. Earl
Charles Coover	Alice Houston
William C. Raines, Esq.	Sam Williams
Richard Shapiro	Mrs. Landolfi

Fred Landolfi
Mrs. Caryl Slifer
Bessie McLean
Daniel Anthony
Rev. Alexander Shaw
Mrs. George Pfau
Ethel Brehin
Benjamin Collier
Phyllis Novack
Richard Taylor
Thomas L. Thorn
Julian Cerf
Capt. John Buffin
Jess C. Merrill

Mrs. Julian Cerf
Jesse Gibson
Jessamine B. Merrill
Rev. J. F. Little
Milton Feinberg
Donald Hester
Louis Kousin
Mrs. Orrin Jones
Daisy Neustadt
Grace Golat
Joseph Miradella
Roth Lotz
Monroe D. Dowling
David K. Slifer

PART II

ANNUAL REPORT

July 1, 1959 to June 30, 1960

COMPLIANCE

Case Statistics July 1, 1959 to June 30, 1960

TABLE I

ANALYSIS OF COMPLAINTS RECEIVED

Complaints Received 7/1/59-6/30/60

	In Process 6/30/59	1st 6 mos.	2nd 6 mos.	Total Rec'd	Total Processed	Aggregate Received 7/1/45- 6/30/60	In Process 6/30/60
Employment:							
Formal	36	52	57	109	115	1577	47
Informal	10	4	0	4	14	414	2
Public Accommodations:							
Formal	25	16	10	26	51	513	26
Informal	2	2	0	2	4	308	0
Housing:							
Formal	21	3	3	6	27	36	19
Informal	0	6	0	6	6	14	2
Special Investigations:							
.....	18	21	45	66	84	321	26
Total	112	104	115	219	331	3183	122

TABLE II

ANALYSIS OF COMPLAINT DISPOSITION

	Adjusted	Withdrawn	Dismissed	Total Disposition	Aggregate Disposition 7/1/45- 6/30/60
Employment:					
Formal	26	14	58	98	1530
Informal	5	2	5	12	412
Public Accommodations:					
Formal	19	2	4	25	487
Informal	2	1	1	4	308
Housing:					
Formal	5	2	1	8	17
Informal	6	0	0	6	14
Special Investigations:					
.....	15	7	33	55	292
Total	78	28	102	208	3060

TABLE III

FORMAL COMPLAINTS CLOSED BY NATURE OF DISPOSITION

	Total Closed	% of Total	Adjusted No.	%	Dismissed No.	%	Withdrawn No.	%
Employment	98	100%	26	26.5%	58	59.2%	14	14.3%
Public Accommodations	25	100%	19	76.0%	4	16.0%	2	8.0%
Housing	8	100%	5	62.5%	1	12.5%	2	25.0%
Total	131	100%	50	38.2%	63	48.1%	18	13.7%

REVISITATIONS ON COMPLAINTS

Complaints closed for reasons other than "satisfactorily adjusted" are rechecked periodically as part of the Division's regular compliance procedure. But for the purpose of assessing changes which could be observed over a period of from one to five years, a special study of complaint situations in this category was conducted by Division staff members in the spring of 1960. A selection was made from among cases in twenty-nine different employment categories, and the sixty-two cases chosen for study covered fifteen of New Jersey's twenty-one counties.

A number of significant facts emerged as a result of the revisitations. Eight of the sixty-two companies had moved from the state or were out of business. The fifty-four remaining companies in the study employed 32,628 workers when the original complaints were investigated. Minority group workers then numbered 1,382. At the time of revisitation these companies employed 39,894; and the number of minority group workers reported was 2,865. Only two firms showed fewer Negro workers than when the initial complaints were processed. Twelve companies reported the employment of Puerto Rican workers within the past three years.

Industrial plants indicated higher percentages of minority group workers in job categories above the semi-skilled levels. Service industries offered fewer jobs above maintenance levels to minority group workers. Fourteen plants employed Negroes in skilled and supervisory jobs. Eight companies employed Negroes in clerical and professional positions. Puerto Ricans were not observed working in jobs above a semi-skilled classification.

While minority group workers have been employed in more diversified job categories within the last five years, there is still some lag in the opportunities for upgrading to better positions. It was found generally that complainants hired met standards and performed as well as other workers.

This study has been printed and is available on request. It is entitled, "Follow-Up Survey of Selected Satisfactorily Adjusted Employment Complaints."

THE LAW IN ACTION

The most significant development in the administration of the Anti-Discrimination Law in the past year has been the use of consent orders. Consent orders are signed in all cases (employment, public accommodations and housing) where the Division on Civil Rights has made a determination of probable cause, except in unusual circumstances.

The consent order spells out those policies and practices to be executed by the respondent, the relief for the complainant, and the supervisory functions of the Division in relation to the terms of the order. Since January 1, 1960 some 20 consent orders have been signed. In all instances the respondent, the complainants and the Division have been signers to these orders. The complainant is fully aware of the terms of settlement and knows immediately what his relief is. The respondent knows the basis of the settlement and is fully aware of his responsibilities under the law.

Let us observe, now, the operation of these procedures in the fields of employment, housing and public accommodations.

A Negro man applied for the position of bus driver at a transportation company in one of our Northern counties. An ad had appeared in several metropolitan dailies and as a result a number of Negroes and Puerto Ricans from New York and Northern New Jersey applied for the job. Six of them seemed to be qualified for the job because they had had previous bus driving experience or driving experience as specified by the employer. All six of these applicants were rejected.

One of the qualified Negro applicants filed a complaint with the Division on Civil Rights. The company employed Negroes in other capacities, but none as bus drivers. Investigation by the Division established that the complainant had qualifications equal to, and in some cases better than, some of the white applicants who had been hired.

Following conciliation conferences, the company entered into a consent order with the Division on Civil Rights. The complainant and five other applicants were interviewed by the respondent. The complainant and one of the five applicants were selected for final consideration. The complainant was hired as a bus driver, however, the other applicant failed to pass on the reference phase of the interview.

One day, while the complainant was on his way to work, he told one of his Negro neighbors that his company needed more bus drivers. The friend applied for a job as a bus driver and was hired.

Without question the impact of the Levittown decision is being felt in bringing about consent orders in housing complaints. The decision has removed all doubt regarding jurisdiction of the Division where

conditional F.H.A. or V.A. commitments have been made, or where the builder has constructed houses with government subsidies. As an example of the operation of compliance procedures in the housing field we may consider a complaint filed in April 1960. An engineer who is Caucasian and his Japanese wife attempted to purchase a home in Southern New Jersey. The builder refused to accept a deposit from the engineer because of the nationality of his wife. The engineer filed a complaint with the Division, and within less than 60 days a consent order had been signed by the respondent. The respondent agreed that the complainant could purchase a home in the development.*

In the area of public accommodations the Division has adjusted several complaints by means of consent orders. Public accommodations complaints registered with the Division have declined in number within the past three years. From July 1, 1957 to June 30, 1958 a total of 52 formal complaints and an additional 13 special investigations in places of public accommodation were processed whereas between July 1, 1959 to June 30, 1960, only 26 formal complaints and 2 special investigations of places of public accommodation were processed by the Division.

It is believed that this decline has occurred because many proprietors of places of public accommodation in New Jersey have learned that they will not lose business if they cater to minority group people. Also the important decision by the New Jersey Supreme Court in the Holly House case is probably well known by owners of places of public accommodation. It may be noted that all of the public hearings except four or five have been concerned with places of public accommodation.

Other reasons for this falling off of complaints against places of public accommodation may be seen in the public attention given to Ralph Bunche's application for membership in a tennis club, the sit downs in the South, and the rise of Negro nationalism in the world. It was a coincidence that at the time Ralph Bunche's case was given publicity in the newspaper, the Division had a complaint against a so-called private golf club. The complainant subsequently was admitted as a member.

*On July 12, 1960 Levitt and Sons, Inc. were ordered to serve complainants in the same manner as other customers are served.

DECISIONS AND OPINIONS

Levitt and Sons—Green Fields Farm

In July 1958, complaints of discrimination were filed against Levitt and Sons by Willie R. James and Franklin Todd. James and Todd alleged that they had been denied the opportunity to purchase homes in Levittown, New Jersey.

On December 6, 1957, a complaint was filed against Green Fields Farm by Yuther Gardner charging that he had been refused the opportunity to purchase a home in Green Fields Farm located in Gloucester County.

After investigation, the Division found probable cause to credit the allegations in these cases, and after conciliation failed, hearings were called. At this point, the cases, because of their similarity, were joined by the respondents and the courts agreed to consider the cases together. The hearing of the Division was stayed until the cases had gone before the courts. The cases were first heard in the Law Division of the Superior Court. After hearing arguments, Judge W. Orvyl Schalick ruled that the Law Division did not have jurisdiction over these cases. The cases were then sent to the Superior Court Appellate Division. As the cases moved through the courts, the Division sought at each appropriate point to schedule the Levitt and the Green Fields Farm cases for hearings, but the hearings of the Division were stayed by the courts in each instance.

The cases proceeded to the New Jersey Supreme Court where they were heard on December 21, 1959. The Supreme Court concluded:

“We hold, therefore, that the public assistance rendered to the housing in question places it within the purview of the Law Against Discrimination and that the Division Against Discrimination in the State Department of Education has jurisdiction to hear and decide the charges brought against plaintiffs by the individual defendants, and that the statute on which the jurisdiction is based is valid. Thus the relief sought by plaintiffs in their action in lieu of prerogative writs cannot be granted, and the cause must be returned to the Division Against Discrimination in the State Department of Education for disposition. The judgments appealed from are affirmed.”

Prior to the decision of the Supreme Court, a stipulation was agreed upon on November 25, 1959 by counsel for Levitt and Sons and counsel for the complainants. This stipulation provided that in the event the court ruled against Levitt that the Levitt interests would waive a hearing before the Division and would comply with the Law. The stipulation provided further that this did not deny to the Levitt inter-

ests the right of appeal to the United States Supreme Court. The Green Fields Farm interests were not a party to this stipulation.

The Levitt case was appealed to the Supreme Court of the United States. On June 13, 1960, the Court dismissed an appeal by Levitt and thereby sustained the New Jersey Laws Against Discrimination in any housing built with public funds.

With this decision, the mandate of the New Jersey Supreme Court **came down** and the stipulation which had been agreed to on November 25, 1959 became operable. As this report goes to press, it is expected that Levitt will offer to complainants James and Todd the opportunity to purchase homes.

Meantime, the Green Fields Farm development has been liquidated under that name so that the question of enforcement has become moot.

Press releases indicate that Negro families have purchased homes in Levittown, New Jersey, and that the Levitt interests are now proceeding to sell homes to Negroes.

Many persons with knowledge and interest in the field of civil rights have stated that the decisions in the Levitt case are landmarks and are, indeed, a great victory for those who would eliminate racial discrimination in the field of housing. Much credit should be given to the attorney general and those dedicated lawyers who acted as counsel for complainants James and Todd. These men gave generously of their time and energy. They worked closely with the attorneys general in charge of the case.

Atlantic City Convention Bureau

On June 22, 1959, a complaint was filed by Mrs. Thelma Robinson on behalf of the National Association of College Women against the Atlantic City Convention Bureau. It was charged that the complainant had sought to obtain through the Bureau accommodations for a convention in the summer of 1959, but had been refused the service of the Bureau.

Attempts to conciliate the matter were of no avail; and as a result, the respondent was noticed for a hearing on January 20, 1960.

After considering the testimony, the Commissioner refused to make a finding of discrimination. He said that while the complainant's request was treated differently from other requests, it was not a denial of service but a misguided attempt to be of service.

A part of the argument of the Convention Bureau at the hearing was that the Division did not have jurisdiction over the Convention Bureau since the Bureau, it was argued, is not a place of public accommodation. The Commissioner refused to rule on this point. He said

that since he did not find discrimination, it was unnecessary to rule on the question of jurisdiction.

Mario's Restaurant

In November 1958 and February 1959, George Fleming and Rueberta Rodgers, respectively, filed complaints against Mario's Restaurant in Millburn, New Jersey. Fleming charged that a party of Negroes had made reservations for November 15 and that these reservations had not been honored, and further that his party had been refused service by the management. Miss Rodgers charged that service in her case had been dilatory.

After investigation, a finding of probable cause was made, and after conciliation had failed, a hearing was held on July 20, 1959. On the basis of the testimony before him, the Commissioner made a finding of discrimination and ordered the restaurant to cease and desist from discrimination and to serve the parties which had filed the complaint.

Madison Township Board of Education

The Annual Report for the preceding year reported the Commissioner's order against the Madison Township Board of Education. It was indicated that the Board had appealed from the Commissioner's order to the Middlesex County Court. Subsequently, the County Court ruled that it did not have jurisdiction over such cases, and that the case should be heard in the Superior Court. At that point, the Madison Township Board of Education decided to seek to settle the case out of court.

As a result of the settlement agreement, Charles Williams, the Negro complainant, received a payment of \$1,750 in compensation for the time during which he had not been employed as a teacher. The sum of money was given as compensation for loss of income because of discrimination.

Holly House

The Annual Report for the preceding year reported the decision and order of the Commissioner of Education against Holly House. The management of Holly House was ordered to serve the all-Negro group known as the Moorestown Civic Club.

The Moorestown Civic Club held its meeting at the Holly House on July 2, 1960.

With this evidence of compliance with the Commissioner's order, **the case has now been closed.**



Brotherhood Week Exhibits

GENERAL EDUCATION AND PUBLIC RELATIONS

Conferences

Conferences with various groups throughout the year make it possible for the Division to maintain close relationship with those persons interested in promoting and maintaining good human relations among all citizens of New Jersey.

The Conference on Intergroup Officials met with the Division four times this year, culminating in the three-day conference at Stokes State Forest in May. A full report of this conference is included as Part I of the Division's Annual Report.

The Division works closely with church groups and community organizations interested in holding conferences on civil rights and human relations. This year Division staff members assisted in the Church and Human Relations Conference held at St. Paul's Episcopal Church in Englewood on December 5, 1959. Bergen County B'nai B'rith Women provided an exhibit. Cooperation was given to the two regional conferences sponsored by United Church Women. One was held on February 15, 1960 at Trinity Cathedral in Newark, and another on May 6, 1960 at Whitehall Methodist Church in Towaco. The Division has been active in three planning meetings of the New Jersey Council of Churches leading to a Church and Human Relations Conference to be held at Covenant Presbyterian Church in Trenton on November 10, 1960.

On January 11, 1960, members of the Division participated in Irvington's Fifth Annual Institute on Human Relations.

Liaison

The Division's policy over the years has been to establish sound working relations with agencies of government at all levels. This policy has enabled the Division to secure the cooperation of state and local agencies in forwarding its work in education and compliance.

The following will show a range of such regular meetings:

Division staff members met with members of the Department of Labor and Industry, the Waterfront Commission and the Urban League of New York to discuss problems of discrimination on the waterfront. This conference was held on September 29, 1959 at the Governor's request.

Three members of the Division staff met with members of the Department of Labor and Industry on October 26, 1959 to confer on ways in which the Law Against Discrimination could be brought to the attention of employers and labor unions in those areas where they are not known.

On January 26, 1960, the two agencies met again and the Division expressed appreciation for the cooperation of the Department of Labor and Industry for its reports by inspectors of instances where the Abstract on the AD law was not posted. The Division forwarded copies of the Abstract to 423 employers with a request that the form be posted in employment offices.

The Division Director met with the full Real Estate Commission on September 16, 1959 to discuss a neighborhood situation in Orange and a follow-up on the Division's recent survey of real estate brokers.

On October 23, 1959, the Director met with the President of The Real Estate Association to discuss means to reach real estate brokers with information on the AD law in New Jersey as it applies to housing covered by F.H.A. and V.A. guaranteed loans.

On March 10, 1960, Representatives of the Division met with commanding officers of Maguire Air Force Base and Fort Dix and their representatives to discuss problems of discrimination against servicemen in trailer courts in Burlington County.

Three members of the Division staff met with the Industrial Representative of the New Jersey Manufacturer's Association. In early March, 1960 plans were made to have Division representatives meet with a committee of the Association at a later time. Cooperation was extended in seeing to it that NJMA members were apprised of changes in the AD law.

The Division's Director attended a meeting of the President's Committee on Government Contracts in Washington on January 25, 1960.

Police Contacts

Increased community tensions throughout the country have pointed up the possible problems that law enforcement officers face in the field of human relations. Being aware of these possibilities the Division staff sought to supply helpful information about civil rights to police officials.

This was done through the following activities:

Gave consultant service at police institutes on community relations in Asbury Park and Burlington City.

Conducted classes on civil rights at the State Police in-service programs at Trenton, Morristown, Vineland and at the Recruit Training Academy at Trenton. In addition classes were held at the institute conducted by the State Police for local police officers at Sea Girt.

Visited 150 police headquarters for the purpose of explaining to the police officials the work of the Division and the police officers' responsibility in civil rights matters.



Asbury Park Police Institute

Teacher Education Programs

Members of the Division staff have met with nearly all students who expect to enter the teaching profession in September 1960. The work of the Division was explained to the future teachers with emphasis being placed on the teachers' responsibilities in the field of civil rights. Each student was supplied with a kit of human relations materials. Altogether some 1800 students were contacted.

For the past five years the following colleges and universities have cooperated with the Division in this program: Seton Hall University, Fairleigh Dickinson University, Rutgers University, St. Peter's College, Upsala College, Rider College; and the six state colleges at Glassboro, Jersey City, Montclair, Newark, Paterson and Trenton.

STAFF ACTIVITIES

The Division staff continued in its efforts to prevent and eliminate the practice of discrimination because of race, creed, color, national origin or ancestry.

Speaking Engagements

Staff members made an average of 11 public addresses per month speaking to audiences that varied in size but averaged 100 persons.

The groups listed below are representative of the types of audiences reached by this activity.

Youth Group of Nutley
Glassboro State College
New Jersey State Police
United Church Women
New Jersey Federation of Colored Women's Clubs, Inc.
Burlington County Police Institute
New Jersey Manufacturers Association
Seton Hall Pre-Legal Association
New Jersey Superintendents of Schools
Seventh Day Adventist Church, Hillside
United Automobile Workers
Y.M.C.A., Orange
Human Relations Workshop, Jersey City
American Association of University Women
Human Relations Council, Asbury Park
Richland N.A.A.C.P.
Monmouth County High School Principals Association
Mount Laurel Parent Teacher Association
Ocean City Civic League
Temple Sinai, Tenafly
Fair Housing Committee, Tenafly
Rider College
Salem County Teachers Association
General Baptist Convention
Neighborhood Meeting, Orange
Hunterdon County Board of Realtors

Conferences

Staff members actively participated in more than eighty conferences during the year: On the average of 7 conferences per month.

Below are listed some of the conferences in which representatives were involved.

Teacher Education Conference
Conference on Police Community Relations
Inter Agency Group
New Jersey Department of Labor and Industry
National Council of Negro Women
Flemington Ministerial Alliance
Department of Education Workshop
High School Principals Association
New Jersey Welfare Council
Fair Housing Committee
New Jersey Women's Council
Human Relations Council, Irvington
Conference of Commissions Against Discrimination
College Presidents Council
N.C.C.J. Youth Conference
National Urban League Convention
N.A.A.C.P. Convention

Exhibits

During Brotherhood Week the Division supplied 191 exhibits in churches, schools, colleges, industrial plants, libraries, banks, stores and other public places.

These exhibits were arranged with the cooperation of groups and organizations interested in the promotion of brotherhood. Much of the materials distributed were supplied by national, state and local organizations.

In all, over 300 exhibits were on view throughout the state during the year. They appeared in all 21 counties.

DIVISION PUBLICATIONS

Current

1. Annual Report — July 1, 1958 to June 30, 1959
2. Law Against Discrimination (Reprint)
3. Interracial Neighborhoods in New Jersey Communities (Reprint)
4. Abstract on the Law (Reprint)
5. Primer on the Law (Reprint)
6. Religion and the Schools (Reprint)
7. Policies and Practices of Admission of Certain Inland Swimming Facilities in New Jersey — November, 1959
8. Tribute to a Volunteer American Unity—Vol. XVIII-2—November-December, 1959
9. Quotes from the New Jersey Constitution and Statutes (Reprint)
10. Follow-Up Survey of Selected Satisfactorily Adjusted Employment Complaints — July, 1960
11. Division Review — Four Issues

ANNUAL REPORTS

July 1945 to June 1959

- 1945-1946 Annual Report
- 1946-1947 Annual Report
- 1947-1948 Annual Report
- 1948-1949 Annual Report
- 1949-1951 Biennial Report
- 1951-1953 Biennial Report
- 1945-1955 Annual Report — Ten Years of Progress in Civil Rights
- 1955-1956 Annual Report
- 1956-1957 Annual Report
- 1957-1958 Annual Report

COUNTY INDUSTRIAL SURVEYS

Essex County.....	November, 1946
Passaic County.....	February, 1947
Monmouth County.....	April, 1947
Burlington County.....	May, 1947
Camden County.....	October, 1947
Mercer County	December, 1947
Union County.....	February, 1948
Salem County.....	March, 1948
Hudson County.....	July, 1951
Middlesex County.....	July, 1952
Bergen County.....	November, 1952
Cumberland County.....	February, 1953
Gloucester County.....	June, 1953
Somerset County.....	June, 1953
Morris County.....	November, 1953
Camden (supplement)	November, 1954
Atlantic, Cape May, Ocean Counties.....	October, 1956
Hunterdon, Sussex, Warren Counties.....	July, 1957

OTHER SURVEYS, STUDIES

- Report on a Survey of Eighty-Five
General Hospitals in New Jersey.....December, 1949
- Evaluation of Enforcement Experiences Concerning
the Public Accommodations Features of the
Civil Rights Laws.....May, 1950
- Education and Human Relations.....January, 1951
- Report of the Library Study on Employment of
Minority Group Personnel and Services of
Libraries to Minority Group People.....April, 1951
- Experience of Selected Private Schools in New England
with Negro, Oriental and Other Foreign Students..November, 1954
- The Puerto Rican in New Jersey.....May, 1955
- Renting Policies of Motels to Non-Whites in New Jersey.....June, 1955
- Policies and Practices of New Jersey Housing
Authorities with Respect to Minority Groups.....August, 1956
- Employment Practices in Selected Retail Stores.....November, 1956
- Railroad Employment in New York and New Jersey—
Joint Report by the New York State Commission Against
Discrimination and the New Jersey Department of
Education, Division Against Discrimination.....May, 1958

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