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ANNUAL REPORT

State of New Jersey
Department of Education
Division Against Discrimination



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Ten Years of Progress in Civil Rights

July 1, 1954 to June 30, 1955



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Department of Education
Division Against Discrimination



Ten Years of Progress in Civil Rights

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DIVISION AGAINST DISCRIMINATION

CIVIL RIGHTS COMMISSION

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MR. HERMAN TUBLITZ, *Vice-Chairman*

MR. JOSEPH BICKING

MR. MEYER PESIN

MRS. MARGARET SULLIVAN

(Two vacancies exist.)

ADMINISTRATIVE OFFICERS

FREDERICK M. RAUBINGER, *Commissioner of Education*

JOHN P. MILLIGAN, *Assistant Commissioner of Education
and Director*

HAROLD A. LETT, *Assistant Director*

THOMAS H. BOGIA, *Field Service Coordinator*

FIELD REPRESENTATIVES

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ANNUAL REPORT

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STATE OF NEW JERSEY

DEPARTMENT OF EDUCATION

DIVISION AGAINST
DISCRIMINATION

1060 BROAD STREET
NEWARK 2

162 W. STATE STREET
TRENTON 25

October 1, 1955.

*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 Against Discrimination and the Commission on Civil Rights for the annual period ending June 30, 1955.

Respectfully,

FREDERICK M. RAUBINGER,
Commissioner of Education.

JOHN P. MILLIGAN,
Assistant Commissioner of Education.

FOREWORD

This year marks the end of a decade in which the cause of civil rights in New Jersey has been fostered and protected through the Division Against Discrimination. While there is always challenging work ahead in the area of human relations, the citizens of New Jersey may take pride in what has been accomplished.

At the close of World War II, it would not have seemed to many that so much could be accomplished with so little controversy or legal embroilment. The Division has worked to end segregated schools, open places of public accommodation to residents of every race and background, protect the employment rights of individuals, and to influence public thinking concerning the traditional question, "Who is my neighbor?" The small number of cases which have required hearings before the Division and the Commissioner offers striking evidence that in their hearts and minds the vast majority of New Jersey citizens are men and women of good will.

On this common ground of mutual trust and understanding, let us move forward during the next decade into further exploration of ways by which we can live together harmoniously. While the Division has investigative and enforcement functions which it will carry out in the full meaning of the law, it also has the obligation to bring improvement in human relations through educational means. In the long run, it is in the minds and hearts of all of us that injustice will be overcome.

F. M. RAUBINGER,
Commissioner of Education.

CIVIL RIGHTS IN NEW JERSEY: PAST, PRESENT, FUTURE

The Division Against Discrimination of the State Department of Education has completed ten years of service in the field of civil rights. The 1945 Law Against Discrimination provided legal sanctions against discrimination in employment. The law was amended in 1949 to afford remedy in the field of public accommodations; in 1950 to cover discrimination on account of eligibility for military service; and again in 1954 to include provisions related to discrimination in public-aided housing.

It should be remembered that some civil rights laws have existed in New Jersey for about seventy-five years. In 1881 the State Legislature passed a law forbidding the exclusion of children from a public school because of nationality, religion or color. In 1884 a law was passed granting equal rights and privileges to all persons in public places. More recent laws forbade discrimination on jobs under contract by the State or its subdivisions. A statute enacted in 1936, supplementing one passed in 1898, prohibited inquiry of an applicant for relief as to his religion, creed or politics, national origin or ancestry. During World War II, New Jersey passed legislation following the Presidential directive which forbade discrimination in hiring by industries engaged in defense work, and guaranteed access to places of shelter during an air raid alarm, regardless of race, creed or color.

But in spite of these laws segregation and discrimination continued. The 1881 school law was infrequently invoked, and as a result there were in 1947, when the new State Constitution specifically forbade them, about fifty communities maintaining separate schools for Negro youth. In terms of discrimination on the basis of race, creed, color or national origin (the basis of the present Anti-Discrimination Law) we have been able to locate only fifteen cases heard before the New Jersey courts between 1881 and the present. In all too few instances was the aggrieved individual granted redress. A review of these cases seems to yield the following generalizations:

- a. In cases involving the zoning of schools in a community, the principle has been stated that a child is entitled to attend the school nearest his home without regard for race, creed or color unless there are compelling reasons to cause him to attend some other school.
- b. In a few instances persons discriminated against have received redress in the courts, including the fining of defendants.

- c. In other instances it appears that the courts have found technical reasons for not giving remedy in cases of discrimination, even though evidence appears to indicate the offense.
- d. It would seem that the existence of civil rights laws in themselves does not guarantee to many individuals their civil rights when action must be taken by the aggrieved person through the employment of counsel.

Compare this with the record under the new State Constitution (with provisions against discrimination and/or segregation) and the Law Against Discrimination. As of the end of its tenth year, in 1955, the Division Against Discrimination has processed a total of 2,167 formal complaints, informal complaints and special investigations. The greatest number of complaints was in the field of employment. About half of these have been adjusted satisfactorily, while the other half have been dismissed for no probable cause. It has been necessary to call only one public hearing in the employment category.

In the field of public accommodations (since 1949) 318 formal and 136 informal complaints have been processed. About 20% of this number have been dismissed as having no probable cause, while the remaining cases have been satisfactorily adjusted in all but six instances; these six have gone to public hearings.

In addition to compliance work, the Division carries on a broad educational program described elsewhere in this report.

Under the direction of the Commissioner of Education, the Division staff has been active in desegregating schools in about fifty communities. As of this date some problems of segregation remain, but agreements have been worked out with local boards of education whereby contemplated building plans will, so far as this Division knows, eliminate every vestige of student segregation because of race.

It appears, therefore, that an appropriate state agency is essential if civil rights are to be extended and maintained. It is obvious that the Division Against Discrimination under the law has been effective in extending civil rights to many more individuals in its ten years of operation than had been gained by individuals during approximately sixty years under civil rights laws without an administrative agency.

And what of the future? On the basis of discussions with leaders in the field of civil rights, there are on record in the Division office many recommendations for intensifying the work of the Division. One such recommendation is that other offices be opened in addition to the one in Newark. We believe this to be a good idea and in October we will open a Trenton office. We should like to recommend also that

a survey be made by a suitable authority (for example, a university) with all possible dispatch. Such a survey would necessarily have regard for the confidentiality of Division records as required by law; but such an authority could evaluate results and procedures of the work of the staff and make recommendations for the future.

Without presumption that civil rights have been extended fully to all New Jersey citizens, it is apparent that much good work has been done. It can hardly be considered an overstatement to say that the Governor, the Legislature, the State Civil Rights Commission and the staff of the Division together with the many voluntary agencies, can take pride in what has been accomplished.

The challenge is upon all of us to maintain a constant enterprise to the end that all New Jersey citizens are afforded equal opportunity to work at their highest skills, regardless of race, creed or color; and to enjoy equally the fruits of that work.

COMPLIANCE

Statistics

ANALYSIS AND DISPOSITION OF COMPLAINTS

	Complaints Received 7-1-54 to 6-30-55					Received 7-1-45 6-30-55
	7-1-54 In Process	Received 1st Six Months	Received 2nd Six Months	Total Received	Total Processed	
Employment						
Formal	22	48	46	94	116	1080
Informal	4	17	10	27	31	328
Public Accommodations						
Formal	13	32	18	50	63	318
Informal	3	14	3	17	20	136
Armed Forces						
Eligibility .....	..	..	..	..	..	1
Special						
Investigations .....	..	..	..	..	22	174
*Miscellaneous						
Complaints .....	..	..	..	..	..	130
Total	42	111	77	188	252	2167

COMPLAINTS DISMISSED

	Complaints Dismissed 7-1-54 to 6-30-55				Dismissed 7-1-45 to 6-30-55
	Adjusted	Withdrawn	No Probable Cause	Total Closed	
Employment					
Formal	21	9	44	74	1038
Informal	8	2	13	23	320
Public Accommodations					
Formal	31	0	2	33	288
Informal	5	8	3	16	132
Armed Forces					
Eligibility .....	..	..	..	..	1
Special Investigations .....	..	..	..	..	167
*Misc. Complaints .....	..	..	..	..	130
Total	65	19	62	146	2076

*Referring to complaints about discrimination in public facilities before enactment in April, 1949, of Chapter 11, P. L. 1949.

The compliance section of the Division engaged in 252 separate investigations during the year, this figure comparing with 207 in the preceding fiscal year. Of the 252 investigations, 179 were of formal complaints (116 alleging employment discrimination, and 63 charging discrimination in use of places of public accommodation). Fifty-one (51) informal complaints were investigated, and 22 special investigations of general nature were initiated.

The Division disposed of 74 formal employment complaints and 33 formal public accommodation cases during the year. In the former group, thirty-two (32) alleged discrimination in hiring practices, thirty-one (31) involved charges of discriminatory dismissal, six (6) related to problems of upgrading and five (5) complained against unfair working conditions. Twenty-one (21) or 28.3% of these closings were cases in which probable cause was found and satisfactory adjustments obtained. Forty-four (44) or 59.4% of all formal employment complaints were dismissed on findings of no probable cause. These percentages of dispositions may be compared with averages for the full ten years of Division operation which were 37.2% and 50.3% respectively for satisfactory adjustments and no probable cause dismissals. The remainder of formal employment complaints closed during the fiscal year, nine in number, were withdrawn.

Discrimination involving places of public accommodation is generally more apparent than discrimination in employment. As a result, investigation established probable cause in 31 of 33 cases closed, with satisfactory adjustment as the end result. Only two cases in this category were dismissed for absence of probable cause. The 93.4% and 6.6% ratios may be seen in comparison with the six-year record of 83.6% satisfactory adjustments and 16.4% dismissals.

HOW COMPLAINTS WERE HANDLED

Housing

A Negro woman, widow of a man killed in action while serving in World War II, attempted to rent a home in a Veterans' Housing Project and was refused housing. The complaint alleged that the refusal came only after it was learned that she was a Negro.

The Division Against Discrimination, through investigation, established that the complainant had been denied housing, that there was housing available, and that no Negroes occupied any of the units.

The management of the housing project, as a result of conciliatory efforts on the part of a representative of the Division Against Discrimination, made available to the complainant one of the vacant units. The complainant accepted the unit and is now living in the project.

Public Accommodations

A Negro woman telephoned a hotel and reserved a room suitable for entertaining about forty guests at a bridge luncheon. She was promised a reservation and told that a deposit would be required. When she appeared at the hotel in person to pay the deposit, she was told that there were no rooms available. The complainant alleged she was denied accommodations after the management of the hotel learned she is a Negro.

Upon investigation, a representative of the Division learned that although the hotel was heavily booked at the time requested, a room was available that was suitable for the bridge luncheon. This room was not the same room discussed in the telephone conversation.

As a result of conciliation efforts of the representative of the Division, the management of the hotel offered to rearrange its reservation schedule so that the complainant might have use of the room she requested in her original contact with the hotel. The complainant held her bridge luncheon at the hotel without incident.

Employment

A Negro carpenter saw a help wanted advertisement which had been inserted in a newspaper by a construction company. Upon applying for the job, he was told by the employer that he could not hire Negroes. The employer then expressed fear that the white workers would walk off the job. He refused to hire the complainant.

Through investigation, the Division Against Discrimination found that the complainant had actually been denied employment, and that the employer had feared that the white employees would walk off the job if he hired Negro carpenters or Negro carpenters' helpers.

The employer, through the conciliation efforts of the Division, was persuaded that the white workers would not walk off the job if Negroes were employed. The employer offered to hire the complainant. However, the complainant would not accept the job. Then the employer demonstrated his sincerity by immediately hiring another Negro workman.

DECISIONS AND OPINIONS

Englewood School Case Attracts Nation-wide Interest

Two Negro residents of Englewood, New Jersey, filed complaints charging that the Englewood Board of Education was discriminating against Negro students in that certain schools of the city were segregated. The Division Against Discrimination investigated the charges and attempted to bring about a satisfactory adjustment through conference and conciliation. These efforts were unsuccessful and a public hearing on the charges was held before the State Commissioner of Education, Dr. Frederick M. Raubinger. Dr. John P. Milligan, Director of the Division Against Discrimination, and Carl W. Glatt, Field Representative, were among the State's witnesses, which included the complainants: Mrs. Mary Walker and Mrs. Susanne Anderson. Dr. Harry L. Stearns, Englewood Superintendent of Schools and Mr. William J. Fitzpatrick, President of the Englewood Board of Education, were the principal witnesses for the respondent. The presentation of testimony and evidence for the complainants and the respondents lasted three full days.

After a careful review and analysis of all evidence presented, the Commissioner of Education directed the Englewood Board of Education to redraw the boundary lines between the Lincoln and Liberty Schools, and to notify him of such changes on or before July 1, 1955. The new lines were to become effective commencing with the school year 1955-56. Pending this information, the Commissioner reserved decision as to whether the son of Mrs. Walker has been discriminated against by the Englewood Board.

The Commissioner stated that in his opinion the maintenance of a separate junior high school in the Lincoln School district could not be justified on any sound principles of school organization or administration. He therefore directed the Board of Education to eliminate the junior high school in the Lincoln School district by September 1, 1956, unless prior thereto, a firm commitment is made to the Commissioner to provide new facilities for all junior high schools in Englewood which cannot be completed by September 1, 1956. In this event, the Commissioner will entertain a petition of the Board to postpone the effective date for the elimination of the Lincoln Junior High School.

On the basis of the foregoing decision, the final determination was deferred pending compliance with the orders of the Commissioner.

Skating Rink Receives Cease and Desist Order

A public hearing on the charges of discrimination against Nicholas J. Roos, owner of the Del Wood Skating Rink in Glassboro, New Jersey, was held in the offices of the State Department of Education, 175 West State Street, Trenton, on July 15, 1954. The hearing was called after the Division had made conciliatory efforts to settle amicably the complaints filed by two complainants, Miss Sadie Randall of Sewell, New Jersey, and Mr. James Jackson of Clayton, New Jersey. Both complaints charged that through a membership card device, the owner denied Negroes admission to the skating rink.

Dr. John P. Milligan, Director of the Division, presided at the hearing. Mr. Thomas H. Bogia, Field Service Coordinator of the Division, and the two complainants, presented testimony in support of the State's charges. Mr. Nicholas J. Roos, respondent, testified in his behalf without benefit of counsel.

After a careful review of the evidence and testimony, Dr. Milligan ordered the respondent to cease and desist immediately from denying Negroes the use of the roller skating facilities operated under the firm name of Del Wood Skating Rink.

Division Against Discrimination Sole Agency for Processing Formal Complaints

The Attorney General of the State of New Jersey was requested to examine the statute which created the Division Against Discrimination and to determine whether municipal commissions on civil rights, appointed pursuant to N. J. S. A. 18:25-10, had the power to process formal complaints.

After a complete review of the statute, the Attorney General has ruled that all administrative procedure for obtaining compliance with the Law Against Discrimination has been placed by the Legislature under the jurisdiction of the Division Against Discrimination in the State Department of Education; that receiving complaints and conducting investigations which involve the testimony of witnesses to particular incidents are a part of such administrative procedure; and that accordingly, municipal commissions have no power to engage in those functions.

The Attorney General's review made it clear that the Legislature intended all enforcement powers to be vested in the Division Against Discrimination; local civil rights commissions should confine their efforts to fostering good will, cooperation and conciliation through community efforts, education, general surveys and other means not

connected with compliance procedure. It is further indicated that the manifest design of the statute was to entrust the delicate function of investigating particular cases exclusively to the state agency created for that specific purpose.

It was finally declared in the Attorney General's opinion that any provision of a municipal ordinance which would authorize a local commission to receive and investigate complaints, or to initiate its own investigations of any particular case of discrimination, would be invalid because it is inconsistent with the Law Against Discrimination.

SURVEY PROJECTS

In fulfilling all of its functions and responsibilities under the Law Against Discrimination, the Division recognizes that its purposes cannot be accomplished solely through the process of accepting, investigating, and adjusting complaints. One of the avenues selected by the Division "to promote good will and to minimize or eliminate discrimination because of race, creed, color, national origin or ancestry" has been the undertaking of various survey projects. By this means it has been possible to bring together on a personal basis representatives of public and private employers, labor officials, proprietors of public accommodations, and special groups, with field representatives of the Division. These face-to-face meetings permit members of the field staff to discuss, analyze, and inform individuals or groups about their responsibilities under the law. In addition, these close contacts offer opportunities for the Division representatives to persuade certain individuals to change their employment or admittance policies and practices, and/or attitudes toward minority groups. At the same time, survey projects are informative to the Division with respect to current policies and practices in New Jersey concerning the specific area embraced by the survey. Five studies were completed by the Division during the past year; one other was started and is still being actively pursued.

Puerto Rican Survey

One of the most interesting, provocative and thorough studies made by the Division this year was "The Puerto Rican in New Jersey: His Present Status." This survey was made to acquire information about the Puerto Rican, since almost none was available, and because the Division was receiving inquiries about Puerto Ricans. The Division believed that Puerto Ricans encounter special problems related to differences in culture, language, and color. It was believed also, that the Puerto Rican was not fully aware of his rights and privileges as a citizen of the United States.

It is hoped that this study will serve as a guide to the understanding of the Puerto Rican in New Jersey, and will help to dispel some of the uncertainties about him. The Puerto Rican study embraced twelve selected cities in New Jersey, and presented conclusions, findings, and recommendations.

New Jersey Motel Survey

The second survey, "Renting Policies and Practices of Motels to Non-whites in New Jersey" attempted to ascertain the policies and practices of motel owners in renting their facilities to non-white persons. At the same time, the Division wished to inform the motel keepers of their responsibility under the law. In addition to these objectives, the Division sought to convince certain reluctant owners that in accepting non-white patrons, they would be following a policy successfully practiced by other motel owners.

Camden County

"The Minority Group Worker in Camden County," the third study completed this year, reviewed the employment policies and practices of 142 plants in Camden County whose operations involved the employment of 5,237 persons. This survey reported the number of Jewish, Negro, and Puerto Rican workers; the status occupied by these groups; and also examined the relative positions of these minority group members in 1954, as compared to the findings of an earlier study made in Camden County by the Division in 1947.

Private School Study

Last fall, the Division sent an inquiry to the headmasters of twenty-four selected, private secondary schools in New England seeking information regarding their experience with Negro, Oriental, and foreign students. Responses were received from twenty-one of the selected schools whose combined enrollment was 4,465 students.

All twenty-one schools accepted foreign students. Seventeen had Negro and Oriental students enrolled. Only one school reported a policy of nonacceptance of the two latter groups. All schools reported that their experience with the three groups was satisfactory, and in some instances, excellent. There were no negative reports.

For the purpose of making a comparative study, members of the Division staff later visited nine private secondary schools in New Jersey, serving a combined enrollment of 2,670 students. Six of the nine visited were boarding schools; three operated as country day schools.

Oriental and foreign students were enrolled in the six boarding schools; none were enrolled in the day schools. Three of the boarding schools have had Negro students in other years. One school began the policy of enrolling Negroes fifteen years ago, although only one Negro student is presently enrolled. One of the day schools has a Negro student and has followed this policy for the past three years.

Only one school indicated any concern about accepting Negro students. The headmaster was under the misapprehension that a Negro student once accepted could not be dismissed later for valid educational reasons. The staff member was able to enlighten him and point out that under the spirit of the law, the school should maintain the same standards for all students.

Retail Stores

A survey of New Jersey department stores and specialty shops was made by a member of the Division staff in the spring of 1955. Its purpose was to learn of managements' policies and their experience in the employment of minority group members. The study covered sixty-four establishments in twelve communities, and included about 12,000 persons engaged in about twenty different job categories. Seventy-five per cent of the employees were females, many of whom were homemakers, employed in part-time selling positions. Negro employees were found in about fifteen of the job classifications. Negro women were employed as buyers in important departments of two large establishments. Negro salespersons were seen in a number of shops. They also held stock positions and operated elevators. It was found that many Negroes, both men and women, have been employed in maintenance work for a number of years; it is only within the last seven years that they have had an opportunity to fill better positions in the retail field. It was learned that selling pays far less than other jobs, such as cashier or display arranging and merchandising. Personnel managers generally expressed satisfactory experience in the employment of Negroes.

GENERAL EDUCATION AND PUBLIC RELATIONS ACTIVITIES

Governor's Conference on Civil Rights

A conference on "New Jersey's Stake in Civil Rights," sponsored by the Governor and the State Commission on Civil Rights was held on February 10, 1955, at the Hotel Hildebrecht in Trenton. The conference was attended by members of twelve civil rights commissions and three human relations councils. Seven other organizations were represented.

Maurice B. Fagan, Executive Director of the Fellowship Commission of Philadelphia, spoke on "The Challenge to Community Leaders." He noted the vast external challenges with which community leaders must cope, as well as the great internal challenges to be met by these leaders.

The program included a session of highlight reports from the municipal commissions and human relations councils. Later, the conference divided into small groups. Each group discussed one of the following topics: Programming, Public Relations, Working with Changing Populations, Working with Educational Institutions, and Working with Municipal Agencies. Summation of the various discussions was given by Meyer Pesin, member of the State Commission on Civil Rights.

Following dinner, Dr. Raubinger introduced Governor Robert B. Meyner. In his address, the Governor said, "Tremendous progress has been made in the extension of civil rights in the last two decades and, though much remains to be accomplished, I think I can say that New Jersey is in the forefront of American states in its devotion to constitutional principles in an atmosphere of tolerance and brotherhood, especially so far as minority groups are concerned."

Governor's Conference on Housing

On April 5, 1955, at the call of the Governor, about 200 persons concerned with problems of housing in New Jersey, convened in Trenton to discuss the development of an adequate program.

The problem of discrimination against members of minority groups received considerable attention at the conference. A paper was presented by Dr. John P. Milligan, Division Director, on the subject "Housing Needs for Minority Group Members in New Jersey." In addition to the emphasis placed on discrimination, the conference pointed up sharply the need for additional family units in public housing and for additional homes for middle income families.

Division Staff Participation in White House Conference

New Jersey held a series of three regional conferences and a State-wide conference as part of President Eisenhower's program of White House Conferences. The regional conferences were held in Glassboro, New Brunswick, and in South Orange-Maplewood, in preparation for the State-wide conference held in Trenton Central High School, May 20 and 21.

The purpose of the conferences was to bring out, through discussion, the type of program and the way to provide such a program to meet the educational needs of New Jersey. These conferences enabled the citizens of our State to express their views. Reports will be submitted at a national conference to be held in Washington during November, 1955.

Members of the Division were particularly active in the Northern New Jersey Conference held in South Orange-Maplewood, March 25 and 26.

Summary of Police Institute

The National Conference of Christians and Jews held a one-day Police Institute at Seton Hall University on April 19, 1955. A total of 152 police officers from 61 municipalities attended, including 29 chiefs of police. Three policewomen and four members of the FBI attended as observers. Newark had the largest representation.

The following subjects were discussed in the Institute: Public, Human and Race Relations; Juvenile Delinquency in a Community; The Puerto Rican Problem Facing the Police in New York City; and Civil Rights. Eighty-one participants submitted written evaluations as to the worth of the Institute, and a majority indicated that they would welcome more time for such courses in the future. These evaluations have resulted in tentative plans for a One Week Police Institute in Human Relations to be given during the month of December of this year at Rutgers University.

The Police Athletic League of Newark and the Division Against Discrimination had exhibits and distributed literature.

Division Review

Three issues of the *Division Review* were released during the past year under the editorship of Marion Courtney, Field Representative. In lieu of the fourth issue, a copy of the "Decision of the United States Supreme Court on Segregation in Schools, together with Se-

lected Newspaper Comments" was sent to all those on our mailing list. This selection proved to be very popular. Many requests for copies of this publication were received from all over the nation.

Film Project

During the past year, the Division sponsored a film project which sought to determine the best method for using human relations films in school class-rooms. First, representatives of the Division met with administrators, supervisors and teachers of Newark, New Brunswick and Monmouth County schools. This group chose the film "The Toy Maker," to be shown by 100 selected teachers in their classrooms. At the same time, the group prepared a questionnaire to be filled out by the teachers as to the response of the children to the film. "The Toy Maker" was chosen because its major aim was toward the elimination of prejudiced attitudes. Later, upon receiving the completed questionnaires from the teachers, a committee of the group worked out a brochure describing how teachers have used a human relations film effectively in their classrooms. The group plans to distribute the brochure to New Jersey teachers with the hope of encouraging the use of good human relations films in schools.

Workshops in Human Relations

The Division Against Discrimination, this past summer, cooperated as in other years with Rutgers University and the National Conference of Christians and Jews to sponsor two human relations workshops on the Douglass College campus of the State University. A six-weeks workshop was designed for teachers, police officers and other public officials engaged in community improvement. Dr. Anna Burrell of the New York State Teachers College at Buffalo, was the Director of the Workshop. She was assisted by Dr. Harry Strohl, of Battin High School, Elizabeth. Thirty-four persons were enrolled in this Workshop.

A one-week workshop, designed to meet the needs of voluntary community leaders, was outstandingly successful this year. This Workshop was directed by Mr. Harold A. Lett, Assistant Director of the Division Against Discrimination, and Mr. Theron Johnson, Director of the Fair Education Practices Act in New York State. Sixty-seven persons were enrolled in this Workshop.

New Trends in Human Relations

A project of importance which was carried on this year under the direction of Marion Courtney, Field Representative, was that of regular releases to editors of New Jersey's weekly newspapers, under the general heading "Modern Trends in Human Relations." A series of articles was sent regularly to the weekly papers on topics having to do with stereotypes, elimination of prejudice, etc. Many of the weekly papers cooperated by printing most of the material sent to them. It is anticipated that this material will be edited and published in bulletin form so that there may be available for discussion groups a digest of information about the field of human relations.

Myra A. Blakeslee Memorial Educational Fund

Scholarship awards were made by the Myra A. Blakeslee Memorial Educational Fund for attendance to human relations workshops during the past summer. The stated purposes of this fund are to further the aims and objectives of the Law Against Discrimination; to support by scholarship, and otherwise, attendance at human relations workshops; to implement through conferences the aims and objectives of good human relations; and to promote programs of leadership training in human relations education. Since the death of Myra Blakeslee, donors have contributed \$1,140.70 to the fund. During the period from May 18, 1954 to July 1, 1955, \$722.00 was granted in scholarships for attendance at workshops. A balance of \$428.70 remains in the fund as this report goes to press.

STAFF ACTIVITIES

Meeting people in order to enlist their friendship and cooperation is perhaps the most important activity the Division undertakes in its efforts to advance good human relations. During the past year, staff executives and representatives addressed and brought exhibits to as many diversified groups of the population as possible.

Last year, staff members made about 200 public appearances. They traveled throughout 50 cities of New Jersey and 19 cities of 10 other states and Washington, D. C. They addressed 150 audiences, totaling more than 23,000 people and led or participated in 50 public forums and conferences. Staff members spoke before church groups, service clubs, employers, students, parents and teachers, civic and professional organizations, women's clubs, etc. Significantly, they were invited to appear before official bodies of some other states interested in civil rights legislation. Two Division executives personally accounted for more than two-thirds of the appearances. They visited

45 cities in New Jersey and other states, making 144 appearances before some 18,000 people. In addition, one executive made six television and radio appearances. Table I, below, outlines some of the activities of the staff.

TABLE I
PUBLIC ADDRESSES BY STAFF, BY NUMBER, NATURE AND APPROXIMATE
SIZE OF AUDIENCE

<i>No. of Groups</i>	<i>Nature of Group</i>	<i>Approximate Audience</i>
4	Service clubs and employer groups	235
23	Religious groups (churches, synagogues)	2,400
11	College student classes or assemblies	750
7	High school student classes or assemblies	7,150
6	Other student groups	1,550
2	Labor union groups	165
24	Professional worker groups	2,620**2
21	Parents and teachers groups	2,730**4
14	Women's clubs	2,040
1	Veterans' groups	40
29	Civic groups	2,150
48	Public conferences and forums	2,000**31
4	Other groups not classified	180**2
6	On television and radio	*****6
200	Total, all groups**	23,010**45

**Means no audience figure available; if followed by a number, it means no figure available for that many appearances.

To supplement its extensive speaking program last year, the Division began expanding its exhibit activities. Representatives brought displays to 36 different conventions and conferences in 18 cities of New Jersey. The displays were on exhibit for 160 days and were viewed by about 50,000 people. At the same time, the Division distributed more than 150,000 pieces of literature. The exhibit program covered conventions of educators, labor organizations, civic and professional groups, the State Fair, and numerous Brotherhood Week activities. Also, busses of two cooperating transit companies carried some 1200 car cards designed to inform the public of the Division and its services. The fine reception given the exhibits has encouraged the Division to expand further its program for the coming year, during which it hopes to cover some 47 conventions, running for 235 days in 20 different cities.

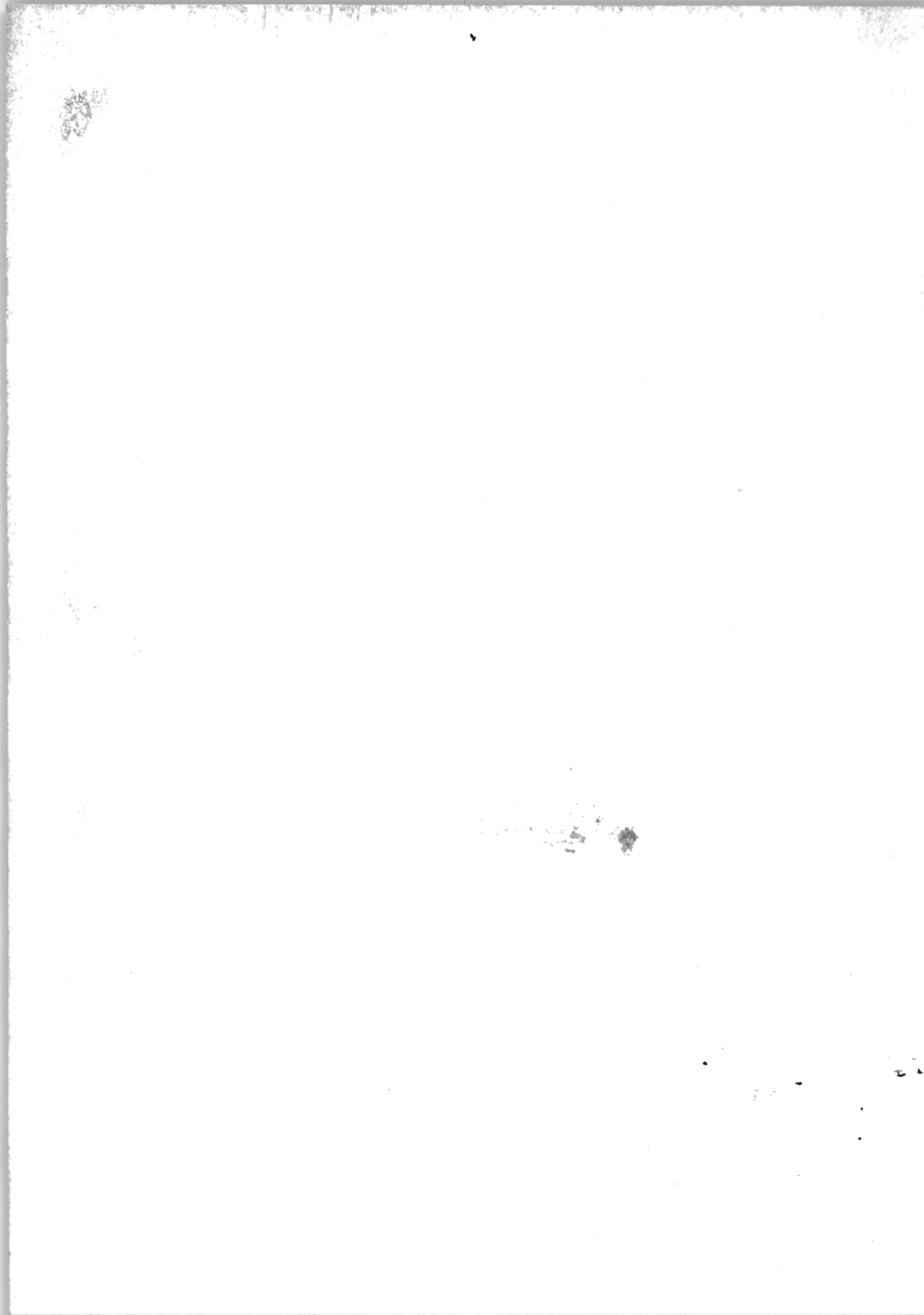
**MATERIALS PREPARED BY THE DIVISION
AGAINST DISCRIMINATION IN THE PAST YEAR ***

1. *Text of the Supreme Court Decision on Segregation in Public Schools with Selected Comments from the Nation's Press and The New Jersey Story in Brief*—August 1954.
2. *Experience of Selected Private Schools in New England with Negro, Oriental and Other Foreign Students* by Marion Courtney—November 1954.
3. *The Minority Group Worker in Camden County* by Thomas Bogia—November 1954.
4. *Renting Policies and Practices of Motels to Non-Whites in New Jersey* by Isham B. Jones—June 1955.

*The Annual Report for 1953-54 carries a complete list of materials prepared up to July 1954.

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