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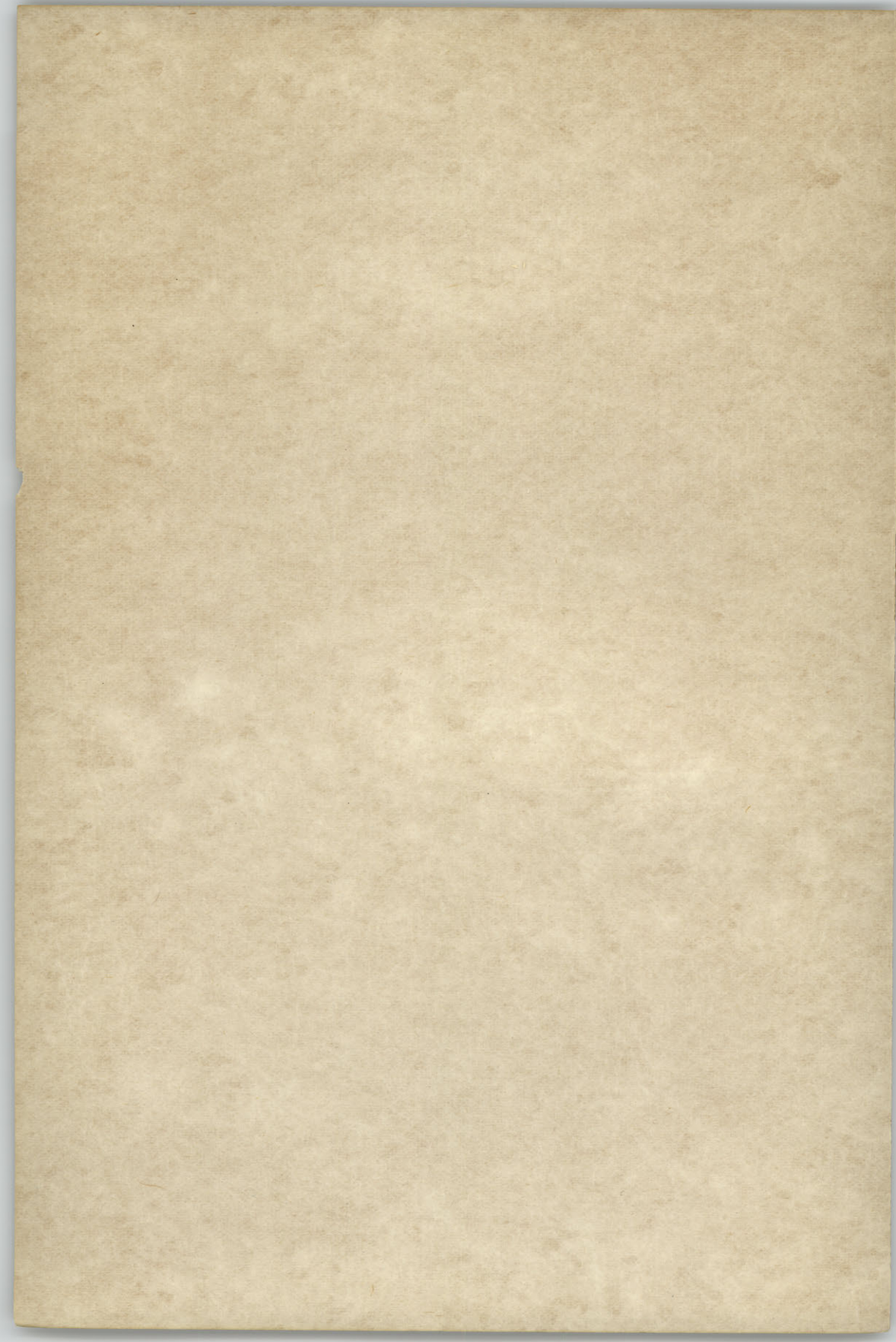
Annual Report

JULY 1, 1960 to JUNE 30, 1961



State of New Jersey
Department of Education
Division of Civil Rights

New Jersey State Library



Annual Report

JULY 1, 1960 to JUNE 30, 1961



New Jersey State Library

State of New Jersey
Department of Education
Division of Civil Rights

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
***Mrs. Shirley Kaplan

ADMINISTRATIVE OFFICERS

Frederick M. Raubinger, *Commissioner of Education*
J. Harry Adams, *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	Arthur W. Murphy
William W. Barnes	J. Forbes Smith
Marion L. Courtney	****Joan Smith
William E. Jackson	Emmett E. Spurlock
Stewart M. Meyers	F. Douglas Williams

SECRETARIES

Anna M. Price	Eleanor Cook
Constance A. Hoffman	Vivian Stroman
****Lorraine Lavender	

OFFICES

1100 Raymond Boulevard
Newark

162 West State Street
Trenton

*Retired June 30, 1961
**Chairman Elected October 1961
***Appointed June 27, 1961
****Temporary

TABLE OF CONTENTS

LETTER OF TRANSMITTAL

FOREWORD

CIVIL RIGHTS COMMISSION

GENERAL REPORT

COMPLIANCE REPORT

COMPLIANCE STATISTICS

EDUCATION REPORT

New Jersey State Library

STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

DIVISION ON CIVIL RIGHTS

1100 RAYMOND BOULEVARD
NEWARK 2

162 WEST STATE STREET
TRENTON 8

*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, 1961.

Respectfully,

FREDERICK M. RAUBINGER,
Commissioner of Education

J. HARRY ADAMS,
Assistant Commissioner of Education

FOREWORD

In keeping with the New Jersey statute against discrimination, the Commissioner of Education each year renders a report to the Governor and the Legislature on the activities of the Division on Civil Rights. At this time, when Civil Rights have become more than ever a national and international issue, this 1960-1961 annual report well may be considered of special significance.

The record of the New Jersey Division on Civil Rights in conciliation and law enforcement continues to be impressive. Because of the nature of this work and the provisions against disclosure of conciliation matters within the statute, most of the accomplishments of the Division do not receive publicity or come to public notice. More than 99% of the discrimination complaints are settled by conciliation and consent orders on which all publicity is barred. Only when it becomes necessary to call a formal public hearing does the work of the Division come to general public notice. Nevertheless the statistics in this report indicate the perseverance and efficient operation of the agency's relatively small staff of eleven professional and five secretarial persons in making steady progress against discriminatory practices in our State.

Nor are the efforts of the Division confined solely to conciliation and law enforcement in pursuance of this aim. The record of continuous educational effort to bring about improvement in the climate of understanding and acceptance of the principles of equal opportunity in New Jersey is equally impressive.

The Division on Civil Rights, supported by the full educational resources of the State Department of Education, and the assistance of a Deputy Attorney General assigned to aid on legal problems, works steadily through the trilogy of education, conciliation, and enforcement, to bring about the complete realization of first-class citizenship for all in New Jersey. We believe the Division deserves a full share of recognition for the accomplishments of the past year and previous years in this direction. The Assistant Commissioner of Education in charge and the entire staff are planning continuously to meet the expanding needs and problems of the future so that our State may continue to rank in the forefront among those truly dedicated to American ideals and justice.

The report is commended for your serious attention.

FREDERICK M. RAUBINGER,
Commissioner of Education

REPORT OF COMMISSION ON CIVIL RIGHTS

Pursuant to Section 10 of Chapter 169, Public Laws of 1945 (law against discrimination), the operational duties of the Commission are to consult with and advise the Commissioner of Education with respect to the work of the Division on Civil Rights, survey and study the operations of the Division, and report to the Governor and legislature with regard to matters relating to the work of the Division.

Since the last report of the operations of the Division, the members of the Commission have maintained close liaison with the operating personnel of the Division. Our observations impel us to publicly express appreciation for the diligence and dedication of the staff of the Division in the performance of their assigned responsibilities.

There is an urgency in this year's report that arises out of significant developments that have occurred across the nation. In the decade of the 60's no area of more vital concern exists than the responsibility assigned to the Division on Civil Rights. Extension of equality of opportunity in the areas of employment, places of public accommodation, housing and education, is indispensable to the fulfillment of the American credo. Adherence to these principles will permit maximum utilization of all the human resources within our state. This will lend support to the program of our federal government in the international arena where our nation as a whole is struggling to maintain its position of primacy amidst a world beset by international tensions.

It is within this context that the Commission conveyed its deep concern to the Governor and the Legislature regarding the need to extend the jurisdiction of the Division into the area of private housing. The State of New Jersey has attained a position of preeminence in its acuteness to the resolution of problems created by differences that exist among the inhabitants of the state. Recognition of these differences is an expression of realism. Our ability to accept such differences and concomitantly to guarantee equality of opportunity in all areas of our life, without regard to such differences, is the reflection of a mature and principled society.

Our law outlawing discrimination has been expanded beyond its original content when the needs of the community so required. Equality of opportunity in obtaining adequate private housing is of substantial concern. It is recommended that such problem be further

studied for the purpose of adoption of additional legislation to assure equality of opportunity in all areas of private housing.

Given the tools of appropriate legislation and adequate manpower, the Division on Civil Rights can do the job. With extension of the jurisdiction of the Division it can maintain and advance its effectiveness through vigorous pursuit of enforcement and educational programs encompassed within the present law. However, expansion of jurisdiction renews the need for utilization of the educational facilities of the Division in conjunction with a vigorous enforcement program.

GENERAL REPORT

During the 1960-1961 year, the Division on Civil Rights of the State Department of Education has continued to handle a rather heavy volume of complaints on discrimination. The statistics are available elsewhere in this report but it may be stated here that the volume and complexity of the cases have been such as to result in heavy workloads for all members of the staff. In this connection it may be noted that the service rendered by the comparatively small staff in the New Jersey Division compares most favorably with that of similar agencies in other states. A number of other states having anti-discrimination agencies handle a smaller volume of work per capita with considerably larger budget and staff provisions. This comment is not a complaint but an indication of the operational efficiency and dedication of the Division staff and the State Department of Education.

Much attention has been given during the past year to the further development and improvement of the Consent Order as the basic instrument for enforcement of conciliation agreements. Following conciliation on a complaint, the Consent Order spells out the remedy for the complainant as well as the general policies to be followed by the respondent, generally including follow-up supervision by the Division. The stipulations in the Consent Order are reached by the consent and signatures of all parties, including the Division, and provide a substantial legal basis for enforcement of its provisions. Previous to the adoption of the Consent Order method early in 1960, conciliation agreement provisions were generally contained in a letter to the respondent. This did not provide the substantial basis for enforcement and follow-up supervision which are now contained in Consent Orders. The new method is a distinct step forward in the

evolution of conciliation as a means for settling complaints and for the development of acceptable continuing policies on the part of respondents.

During this year a strenuous effort also has been made to bring to a conclusion all open cases in the files of the Division which were more than one year old. A number of these have proved to be very stubborn of solution because of extensive legal and other problems, but the goal has been attained for the most part. Only one or two of the old cases remain. It is anticipated that these will be concluded during the first months of the new fiscal year. Only one formal hearing was found to be necessary in this process. Another was called but the case was satisfactorily settled prior to the hearing date. A basic policy of the Division, recently discussed and approved by the Commission on Civil Rights, is to attempt to bring each case to a conclusion within ninety days or less of its inception. This can be done when the path of conciliation works without undue difficulties. In many cases, however, more time is necessary, especially when formal hearings are involved. Nevertheless this remains the basic goal. Our belief is that results are most effective if brought about promptly.

The continuing educational program of the Division on Civil Rights has involved every member of the professional staff in serving groups, organizations, conferences, and educational institutions throughout the State. Radio and television facilities have been utilized to the fullest extent available to stimulate greater consciousness among the people of New Jersey concerning the anti-discrimination statute and the services available to them in the Division. Extensive contracts with Puerto Rican government agencies in New Jersey and organizations of Puerto Rican citizens have resulted in increasing understanding of these services among our Spanish speaking population. Through the good offices of the Puerto Rican agencies and groups, the anti-discrimination statute has been translated into Spanish and widely distributed. The Director and staff members have worked with human relations commissions and other intergroup organizations in educational projects too numerous to mention here. It is our strong feeling that education and enforcement must continuously go hand in hand if discriminatory practices are to be eliminated. The increasing volume of calls for educational help from the Division is to some extent an index of the broader consciousness of this need among our citizens. The significance of law over the longer term lies much more in its educational impact than its compulsive aspect.

To fully understand what the Division on Civil Rights has accomplished during the past year and the earlier years, it would be necessary to read the actual case histories of complaints and their solutions. Under the law this is not permissible. In a general sense, however, anybody who has lived in New Jersey during the past decade will recognize the difference and the changes which have occurred in the climate of human relations during this period. The Division on Civil Rights, largely as the silent partner of all interested organizations and agencies in human relations, has helped to bring these changes. Despite gradual improvement, discrimination remains a major social and legal problem in New Jersey. The continuing aim of the Division is to give the anti-discrimination statute full effect to the end that all illegal discrimination shall be eliminated. To do this, every educational effort must be coupled with efficient conciliation procedures and strict law enforcement upon a continuous and broadly conceived basis.

Among the States, New Jersey is uniquely and admirably equipped to move forward in the areas of educational enlightenment, understanding, acceptance, and law enforcement, by reason of the nature of its civil rights organization and resources.

Further strengthening and extension of the anti-discrimination statute will materially aid the process.

COMPLIANCE REPORT

Legislation

The New Jersey State Legislature enacted amendments to the Law Against Discrimination in June 1960. The provisions of these amendments changed the name from the Division Against Discrimination to the Division on Civil Rights; authorized the appointment of "a panel of not more than five hearing examiners, each to serve for a term of one year and until his successor is appointed, any one of whom the commissioner may designate in his place to conduct any hearing and recommend findings of fact and conclusions of law", and strengthened the powers of the commissioner by enabling the Commissioner of Education to make, sign and file a complaint.

The Commissioner of Education with the approval of the Civil Rights Commission appointed the following persons as Hearing Examiners in November, 1960:

Eric Chandler	Emerson Darnell
Dr. Miriam T. Rooney	Dr. Robert W. Van Houten
Julius Wildstein	

Complaint Procedure

Any aggrieved individual who believes that he has been discriminated against because of his race, creed, color, national origin, or ancestry in the acquiring of employment, in the denial of public facilities or in the refusal to rent or purchase publicly assisted property may file a complaint with the Division. Under the rules of practice and procedure adopted April 25, 1961, a complaint is filed as soon as it is received in any office of the Division on Civil Rights or on the day it is received by any official or field representative of the Division.

When a complaint is registered the Supervisor of Compliance assigns the complaint to a Field Representative for investigation. If the Director of the Division finds no discrimination the complaint is dismissed. If the results of the investigations point towards a finding of probable cause, a validation conference is called. At this conference the facts of the case are reviewed and a determination of probable cause may be made. If probable cause is determined then conciliation follows. Agreements developed out of the conciliation conference are embodied in a consent order. Should conciliation fail, a public hearing is held before a Hearing Examiner.

Upon a finding of discrimination, the Commissioner can then issue a cease and desist order or such other affirmative action as will effectuate the purposes of the act against discrimination.

Complaints

An analysis of the complaints received during the fiscal year July 1, 1960-June 30, 1961 compared to the previous fiscal year revealed some important trends. These trends showed that 33 formal housing complaints were filed this past year compared to six the previous year, and 12 special housing investigations in comparison to six investigations last year.

There was also an increase in the public accommodation complaints. In the year July 1, 1960-June 30, 1961, a total of 40 verified public accommodation complaints and seven special investigation complaints were registered compared to 26 formal and two special investigations respectively in public accommodations. The factual basis for these trends are not known. It is believed that these changes reflect the willingness on the part of minority group citizens of the State to fight more aggressively for attaining those rights which have been the

most difficult for them to obtain. Housing is still the hardest commodity for non-white citizens to rent or purchase regardless of an individual's income, training, or experience.

Encouragement to file housing complaints may have come from the obtaining of an apartment or home by an earlier complainant.

Additional factors responsible for the increase in housing complaints may be attributed to the educational work undertaken by inter-group relation agencies and volunteer groups throughout the State to encourage citizens to make use of the Fair Housing Law of the State of New Jersey.

Since receiving the authority to initiate a complaint under the amended legislation of June 1960, the Assistant Commissioner has filed three complaints. The facts were placed before the Assistant Commissioner by individuals, who were not directly aggrieved, but who were present when the discriminatory acts occurred. In two instances they were active participants, and in one incident the complainant was an observer.

Hearings

This past year two public hearings were scheduled — Asbury Gables and Posillipo Italian Restaurant. Asbury Gables Hearing marked the first time a Hearing Examiner heard a case under the changed Rules of Practice and Procedure. Julius Wildstein, Esq. of Newark, New Jersey, was the Hearing Examiner.

On October 23, 1959, Ermon K. Jones alleged that the Haridor Realty Corporation, trading as Asbury Gables, and owned by Arthur C. and Harold Strauss, denied him the right of purchasing a home solely because of his race. The complainant, Ermon K. Jones, was not permitted to leave a deposit, or have application forms for the purchase of the home being completed by the builder.

All conciliation attempts failed and a public hearing was held on April 6, 1961. The Commissioner rendered a cease and desist order, which is included in this Annual Report because of the wide importance of the case to all New Jersey citizens. Its provisions were as follows:

“1. That the respondent The Haridor Realty Corporation, a New York Corporation, its officers, agents, employees and assigns including but not limited to Harold Strauss, Isadore Strauss and Arthur C. Samuels and the Respondents Harold Strauss and Arthur C. Samuels

in their individual capacity, shall cease and desist from discriminatory practice against Ermon K. Jones and all other persons because of race, creed, color, national origin or ancestry in affording an opportunity to apply for, in passing on application for, in the sale of and in giving occupancy of its publicly assisted housing accommodations known as "Asbury Gables" situated in Neptune Township, New Jersey;

"2. That the Respondent The Haridor Realty Corporation, a New York corporation, its officers, agents, employees and assigns shall issue notice of this Order and instructions for compliance therewith to all its officers, agents, employees and assigns concerned in processing applications for and selling the aforesaid publicly assisted housing accommodations and shall direct and control said persons in compliance with this agreement;

"3. That the respondent The Haridor Realty Corporation, a New York corporation, its officers, agents, employees and assigns by its secretary shall post notice of this Order in its sales office in such a manner as will cause it to be seen by its agents or employees and the public at large;

"4. That on Wednesday, July 26, 1961, a meeting will be held at the offices of the New Jersey Division on Civil Rights, 1100 Raymond Boulevard, Room 112, at 1:00 P. M., at which time the Respondent The Haridor Realty Corporation, a New York Corporation, by its authorized officers who are empowered and prepared to so act, shall enter into a contract with the complainant Ermon K. Jones and his wife, Blanche H. Jones, to sell the complainant a house and building lot or lots in such model, size and shape as to accommodate the complainant in the aforesaid "Asbury Gables" development in Neptune Township, New Jersey, said house and building lot or lots to be selected by the complainant in "Asbury Gables" upon the same terms, conditions and prerequisites and subject to the same financing, terms and arrangements, including FHA financing if so requested by the said Ermon K. Jones, as were applicable to all other purchasers of publicly assisted housing accommodations in said "Asbury Gables", Neptune Township, New Jersey, at the time of the filing of the complaint herein by Ermon K. Jones.

"5. The Respondents Harold Strauss and Isadore Strauss, or either of them, having title to a building lot or lots selected by the Complainant within the aforementioned Asbury Gables housing develop-

ment site, shall convey to The Haridor Realty Corporation such building lot or lots from their said holdings for the purpose of enabling The Haridor Realty Corporation to comply with Paragraph 4 of this Order. This paragraph shall be inoperative if the Haridor Realty Corporation is able to comply with Paragraph 4 of this Order without resort to the requirements of this paragraph;

“6. That in the event the Haridor Realty Corporation, a New York corporation, is for any reason unable to comply with the requirements of 4 or 5 of this Order, the said building lot or lots within the aforementioned “Asbury Gables” site shall be offered for sale to Ermon K. Jones by Isadore Strauss and Harold Strauss in their individual capacity;

“7. The Haridor Realty Corporation, Harold Strauss and Isadore Strauss, within 45 days after service of this Order, shall report in writing to the Division on Civil Rights the action taken by them with respect to compliance with the provisions of Paragraphs 2, 3, 4, 5, and 6 hereof. The Haridor Realty Corporation, Harold Strauss and Isadore Strauss shall make available to the Division on Civil Rights on reasonable request and during business hours its records concerning applications for and sales of its housing accommodations and building lots in the “Asbury Gables” development in Neptune Township, New Jersey, to enable the Division on Civil Rights to supervise compliance with the provisions of this Order;

“8. That a copy of this Order be served on the New Jersey Real Estate Commission to the end that it may investigate and determine whether the action and conduct of Arthur C. Samuels, a real estate broker and real estate salesman, in engaging in unlawful discrimination practices in violation of the Law Against Discrimination was or is in violation of R.S. 45:15-17 or any of the rules and regulations of the Commission for the conduct of real estate brokerage business.

The Posillipo Italian Restaurant hearing was cancelled because the respondent agreed to sign a consent order. The Complainant, Mr. Wesley T. Moon, had been denied service in the restaurant on July 11, 1960. He was advised that he could not be served. All of the tables in the restaurant had “reserved” signs on them, and since he had no reservation, he could not have a table.

The consent order provides that the respondent operates a place of public accommodation. In addition, all reserved signs with the exception of two shall be removed from the tables, the complainant will

be invited in writing to use the services and facilities of the restaurant on the same basis as they are available to any other person and that all employees will be advised of the terms of the settlement.

Special Investigations

Complaints not having the prerequisites of a formal complaint are recorded by the Division as special investigations. For example, an intergroup agency called to the attention of the officials of the Division on Civil Rights that a dentist refused to treat a Negro patient. The Negro had made an emergency call from his job because of a toothache. The dentist agreed to see him at 11:00 A. M., however, when the dentist saw that the patient was a Negro, he refused to treat him.

The Division, cognizant of the fact that it does not have jurisdiction, investigated the complaint. A satisfactory agreement was reached. The dentist agreed to treat the complainant and all citizens in the future regardless of their race, creed, color, and nationality or origin.

Additional complaints were serviced in the same manner which were referred to the Division by the Governor, other state officials, volunteer organizations and intergroup relations agencies. When complaints have come to the Division from these sources, officials of the Division always advised them about the results of the complaint.

Conclusion

The Compliance Section of the Division on Civil Rights has continued during 1960-61 to follow a course of rigorous investigation of every complaint. Great emphasis has been placed upon follow-up supervision of the stipulations contained after Consent Orders have been obtained as the result of conciliation. Enforcement of such provisions is considered the *sine quo non* of conciliation effectiveness. Constant efforts have been made to improve procedures and effectiveness as related both to conciliation efforts and public hearings. Complete and prompt enforcement of the Anti-Discrimination Law has been the aim and purpose of the Compliance staff and the Director.

COMPLIANCE

Table I

Analysis of Complaints Received
July 1, 1960 - June 30, 1961

	Mar.	Apr.	May	June	Current Fiscal Year from 7/1/60	Aggregate Total To Date 6/30/61
Employment:						
Formal	11	11	11	10	96	1673
Special Inv.	2	1	0	2	14	428
Public Accommodations:						
Formal	4	4	4	1	40	553
Special Inv.	0	1	0	0	7	315
Housing:						
Formal	0	2	12	4	33	69
Special Inv.	0	2	0	2	12	26
Special Investigations - Community Relations	1	2	1	2	17	17
Total Complaints	<u>18</u>	<u>23</u>	<u>28</u>	<u>21</u>	<u>219</u>	<u>3081</u>
Special Investigations 1945-June 30, 1960						321*
Total All Complaints						<u>3402</u>

*Represents complaints registered from July 1, 1945 to June 30, 1960 which were not previously classified according to type of operation involved.

Table II

Nature of Formal Complaints,
Received Current Fiscal Year and Aggregate
July 1, 1960 - June 30, 1961

	Aggregate		Current Year		Open
	Received	Closed	Received	Closed	
Employment:					
Refusal to Hire	1099	1065	55	52	34
Dismissal	308	300	25	22	8
Grading	95	91	5	10	4
Working Conditions	78	76	4	2	2
Union Privileges	52	45	4	0	7
Other	41	39	3	1	2
Total Employment	<u>1673</u>	<u>1616</u>	<u>96</u>	<u>87</u>	<u>57</u>
Public Accommodations:					
Services	237	227	15	8	10
Privileges	188	181	5	11	7
Schools	45	41	2	4	4
Accommodations	80	70	18	11	10
Miscellaneous	3	3	0	1	0
Total Public Accommodations	<u>553</u>	<u>522</u>	<u>40</u>	<u>35</u>	<u>31</u>
Housing:					
Purchasing Rights	37	24	14	14	13
Rental Privileges	30	13	18	7	17
Other	2	1	1	0	1
Total Housing	<u>69</u>	<u>38</u>	<u>33</u>	<u>21</u>	<u>31</u>
Total All Complaints	<u>2295</u>	<u>2176</u>	<u>169</u>	<u>143</u>	<u>119</u>

Table III
Formal Complaints by Reason for Closing —
Aggregate & Current Fiscal Year
July 1, 1960 - June 30, 1961

	Aggregate	Current Year	Current Month
Employment:			
Adjusted	567	22	1
Withdrawn	118	6	0
No Jurisdiction	63	1	0
No Probable Cause	868	54	7
Total Employment	1616	83	8
Public Accommodations:			
Adjusted	421	25	1
Withdrawn	31	2	0
No Jurisdiction	8	1	0
No Probable Cause	62	7	1
Total Public Accommodations	522	35	2
Housing:			
Adjusted	20	12	0
Withdrawn	10	5	0
No Jurisdiction	7	4	1
No Probable Cause	1	0	0
Total Housing	38	21	1
Total All Complaints	2176	139	11

Table IV
Special Investigations by Reason for Closing
July 1, 1960 - June 30, 1961

	Employment		Pub. Accommodations		Housing		Community Rel.	
	Aggr.	June	Aggr.	June	Aggr.	June	Aggr.	June
Special Investigations								
Adjusted	3	0	2	0	3	0	5	2
Withdrawn	6	0	1	0	4	0	4	0
No Jurisdiction	4	0	2	0	2	0	5	0
No Probable Cause	1	0	1	0	0	0	2	0
Total Special Investigations	14	0	6	0	9	0	16	2

Table V

Informal Complaints, by Reason for Closing
since July 1, 1945 - June 30, 1960

	Employment	Public Accommodations	Housing
Adjusted	160	140	7
Withdrawn	50	17	2
No Jurisdiction	63	103	3
No Probable Cause	141	48	0
	<hr/> 414	<hr/> 308	<hr/> 12

EDUCATION REPORT

Police Training

For the past three years the Division on Civil Rights has participated in the in-service training and recruit training programs of the New Jersey State Police. Each trooper has attended six hours of training conducted by staff members of the Division. Each recruit at the State Police Academy has received four hours of instruction in civil rights laws and human relations. The sessions for local officers held at the New Jersey Police Academy, located in Sea Grit, also includes such training.

An effort was made by the Division to reach more police officers through local recruit and in-service training program. During the year covered by this report, the Division cooperated with the National Conference of Christians and Jews in conducting a Police Institute on Community Relations in the city of Burlington. Lectures on Civil Rights were given at the Atlantic City Police Academy in March, the Middlesex County Police School in April, and at the police in-service training program in Hamilton Township.

Preparation of Study-Discussion Materials

The Division on Civil Rights is cooperating with the Liberal Arts in Extension Section of the Division of General Education and Extension Services, New York University, in developing materials for a study-discussion series on *Intergroup Relations*, which can be used by community study groups led by lay discussion leaders.

Such study group materials, complete with directions for use, should be a valuable contribution in the promotion of intergroup understanding among an unlimited number of groups and organizations. Until now, nothing as complete in the way of scientifically prepared materials of this nature has been available. The Division

expects to give considerable impetus to broader understanding of human relations problems and the anti-discrimination law through this project.

The program, which will be ready for use after November 1961, follows the format as outlined below.

Introduction	--	Intergroup Relations in America
Session I	--	Group Life in America
Session II	--	The Causes of Prejudice and Discrimination
Session III	--	Eliminating Prejudice and Discrimination
Session IV	--	Communication Between Groups
Session V	--	Conflict in a Democratic Society
Session VI	--	Equal Educational Opportunities
Session VII	--	Fair Employment Practices
Session VIII	--	Open Occupancy Housing
Session IX	--	Federal Aid to Parochial Schools
Session X	--	A Program for the Community

Liaison with New Jersey Manufacturers Association

Successful collaboration has produced a pamphlet containing questions and answers on New Jersey's Anti-Discrimination Law. The Director of the Division along with the Supervisors of Compliance and Education met with D. J. Grabowski, Industrial Relations Specialist, of the New Jersey Manufacturers Association in a series of conferences to develop the materials which first appeared in the September 1960 issue of *New Jersey Business* magazine. A pamphlet, containing a reprint of this article, has been sent to all members of the New Jersey Manufacturers Association. The pamphlet was also made available to the Division for circulation.

Fair Housing Practice Laws

In order to learn of the experiences in the administration of fair housing practice laws, the Division on Civil Rights has made a study, the results of which are recorded in a paper prepared by Isham B. Jones entitled *Fair Housing Practice Laws in Action*.

The study found:

1. Two cities and four states have fair housing practice laws.
2. There is no overt opposition to these laws.
3. The city and state agencies administering these laws receive cooperation from the real estate, building, and financial interests in carrying out the purposes of the law.

One-Week Workshops: Community Leadership in Intergroup Relations and Modern Trends in Intergroup Relations

The Division cooperated with Rutgers University, the National Conference of Christians and Jews, and the Human Relations Workshops Alumni Association in promoting interests in this important educational project. At present there are more than 500 alumni who have taken these summer courses. Their leadership in various communities in New Jersey has done much to promote good will and support better human relations practices.

The Community Leaders workshop is designed for persons who wish to improve their understanding of the problems confronting them in the area of intergroup relations and to learn up-to-date techniques useful to their solution. Participants were selected to create a heterogeneous workshop population with respect to race, religion, occupation, ethnic and geographic background.

The Modern Trends workshop is set up for those who have had previous workshop experience, or experience in intergroup relations in the community. Each year the organization and content of this workshop differ, in order to maintain an experimental approach.

Three-Weeks Workshop: Human Relations in Professional Education

The Division on Civil Rights again this year aided in the planning of a workshop in human relations sponsored by the Rutgers School of Education, the Graduate School of Social Work, and twenty-seven organizations and agencies.

The workshop was especially designed for individuals whose professional duties, responsibilities, and problems require an appreciation and understanding of human relationships, as well as skill in applying insights into actual problems in the field of education.

The School of Education, in cooperation with many agencies, made it possible for deserving students to receive financial assistance.

The Supervisor of Education of the Division served on the staff of this workshop as assistant director.

The workshop opened on July 3 and closed on July 22.

Cooperation with New Jersey Welfare Council

The Division on Civil Rights is represented on a committee to plan three sessions of the 1961 conference of the New Jersey Welfare Council at Asbury Park to be held October 25, 1961.

Five areas in the field of intergroup relations were suggested as possible topics for examination at the conference.

Church and Human Relations Conference

Six members of the Division staff participated as planners, consultants, and resource persons in the Church and Human Relations Conference sponsored by the New Jersey Council of Churches. The conference was held in Trenton on November 10 at the Covenant Presbyterian Church. The Division also furnished literature for the interest groups.

Cooperation with the Division of Employment Security

The Division cooperated with the Division of Employment Security in the collection of source material for use in the development of a booklet illustrating successful policies and practices in employing minority group workers. J. Forbes Smith, who is in charge of the Division's exhibit program, secured commitments from a number of New Jersey's leading employers to furnish illustrative photographs as well as reports on their experiences in the hiring and upgrading of minority group workers.

This material was turned over to the New Jersey Division of Employment Security who in turn submitted it to the Federal Bureau of Employment Security to be used in the forthcoming publication.

Liaison with the Migration Division, Department of Labor, Commonwealth of Puerto Rico

Representatives of the Division have been active in consultant capacities to the Puerto Rican Department of Labor Office in Camden. This cooperation between the Division and the Puerto Rican office promises to aid materially in the services to our Puerto Rican-American citizens. Radio programs and group contacts with Puerto Rican organizations are part of the program. The anti-discrimination statutes have been translated into Spanish for circulation among the Puerto Rican population. Interpretations of the law also have appeared in the Spanish language newspapers of New Jersey as a result of contacts by our representatives. The Division aims to render all services within its scope to our Puerto Rican citizens and migrant workers.

Staff Activities

Members of the Division staff participate in meetings and conferences on human relations and civil rights throughout the state on a year around basis. This activity is an important part of the continued efforts to prevent and eliminate the practice of discrimination because of race, creed, color, national origin or ancestry.

In order to facilitate this type of activity, field representatives have been assigned to sections of the state as follows:

Atlantic County—Emmett Spurlock
Bergen County—William Jackson
Burlington County—Emmett Spurlock
Camden County—Charles Ashley
Cape May County—Charles Ashley
Cumberland County—Charles Ashley
Essex County—Stewart Meyers
Gloucester County—Charles Ashley
Hudson County—William Jackson
Hunterdon County—William Barnes
Mercer County—Douglas Williams
Middlesex County—William Barnes
Monmouth County—Douglas Williams
Morris County—William Barnes
Ocean County—Emmett Spurlock
Passaic County—Arthur Murphy
Salem County—Charles Ashley
Somerset County—William Barnes
Sussex County—Arthur Murphy
Union County—Douglas Williams
Warren County—William Barnes

The following list is representative of the types of groups reached by the staff in their community contacts.

Name of Group	Place
New Jersey State Police Academy,	West Trenton
Human Relations Workshop,	Rutgers
New Jersey Advisory Committee on Civil Rights,	Paterson
Salem County Association for Improved Living,	Salem
Gloucester County Good Will Council,	Paulsboro
Monmouth College,,	West Long Branch
Youth Brotherhood Conference (N.C.C.J.),	Stokes State Forest

Montclair State College, Montclair
N. J. Federation of Colored Women's Clubs, Newark
Holiness Church, Paradise Lake
New Jersey Police Academy, Sea Grit
Burlington County Human Relations Council, Burlington
Bergen Fair Housing Committee, Englewood
Department of Labor, Commonwealth of Puerto Rico, Camden
Curriculum Study Group (Hunterdon Co.), Flemington
South Jersey Manufacturers Association, Camden
New Jersey Manufacturers Association, Newark
Newark College of Engineering, Newark
Newark State College, Union
B'nai B'rith, Hackensack
P. T. A. Convention, Atlantic City
Episcopal Christian Social Relations Committee, Flemington
Glassboro State College, Glassboro
Trenton State College, Trenton
National Association for the Advancement
of Colored People, Passaic
Hamilton Township Police Department, Hamilton Township
Roosevelt School P. T. A., Englewood
Mayor's Advisory Committee on Civil Rights, Teaneck
Citizens Group, Bergenfield
Federated Club of Colored Women, Swedesboro
AFL-CIO Local 236, Elizabeth
Optimist Club, New Brunswick
St. Paul's Baptist Church, Florence
Upsala College, East Orange
Somerset Board of Realtors, Somerville
Couples Club-Congregational Church, Cresskill
New Brunswick Police Reserve, New Brunswick
Penns Grove High School, Penns Grove
Interracial Housing Group, Westfield
County Superintendents of Schools, Trenton
Hasbrouck Heights Kiwanis, Hasbrouck Heights
Vocational Guidance Class, Montclair State College

Exhibits

Each year during February the Division is asked by organizations to supply exhibits designed to promote brotherhood. The exhibits are on display in many communities throughout the state. This year the Division cooperated with organizations in 49 communities by supplying 141 exhibits.

Exhibits were on display in the following places in February:

Place	Number of Exhibits	Place	Number of Exhibits
Newark	28	Hackensack	1
East Orange	8	Wayne Township	1
Irvington	10	Glen Ridge	2
Passaic	8	Jersey City	1
Paterson	9	Mountain View	1
Morristown	3	Paramus	1
Pitman	2	Nutley	1
Glassboro	2	Elizabeth	1
Paulsboro	2	Kearny	1
Swedesboro	1	Englewood	2
Clayton	1	Atlantic City	2
Woodbury	3	Maplewood	4
Franklinville	1	Teaneck	3
Williamstown	1	Belleville	1
Wenonah	2	Belmar	1
Mantua	1	Montclair	1
West Deptford	2	New Brunswick	1
Trenton	4	Burlington	3
Asbury Park	1	Levittown	1
Middlebush	2	Jackson Township	1
Franklin Township	1	Camden	3
Rutgers University	3	Long Branch	1
Perth Amboy	4	Hamilton Township	1
Cliffside	1	Van Hiseville	1
Bloomfield	5		

In addition to the above, the Division placed exhibits throughout the state during the other months of the year with major exhibits at the Trenton State Fair, the Flemington Agricultural Fair, the New Jersey Parents and Teachers Convention and the New Jersey Education Association. The latter two conventions were both held in Atlantic City by the state organizations.



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
DIVISION AGAINST DISCRIMINATION
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162 West State Street, Trenton

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