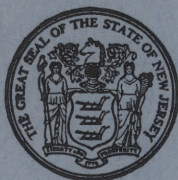


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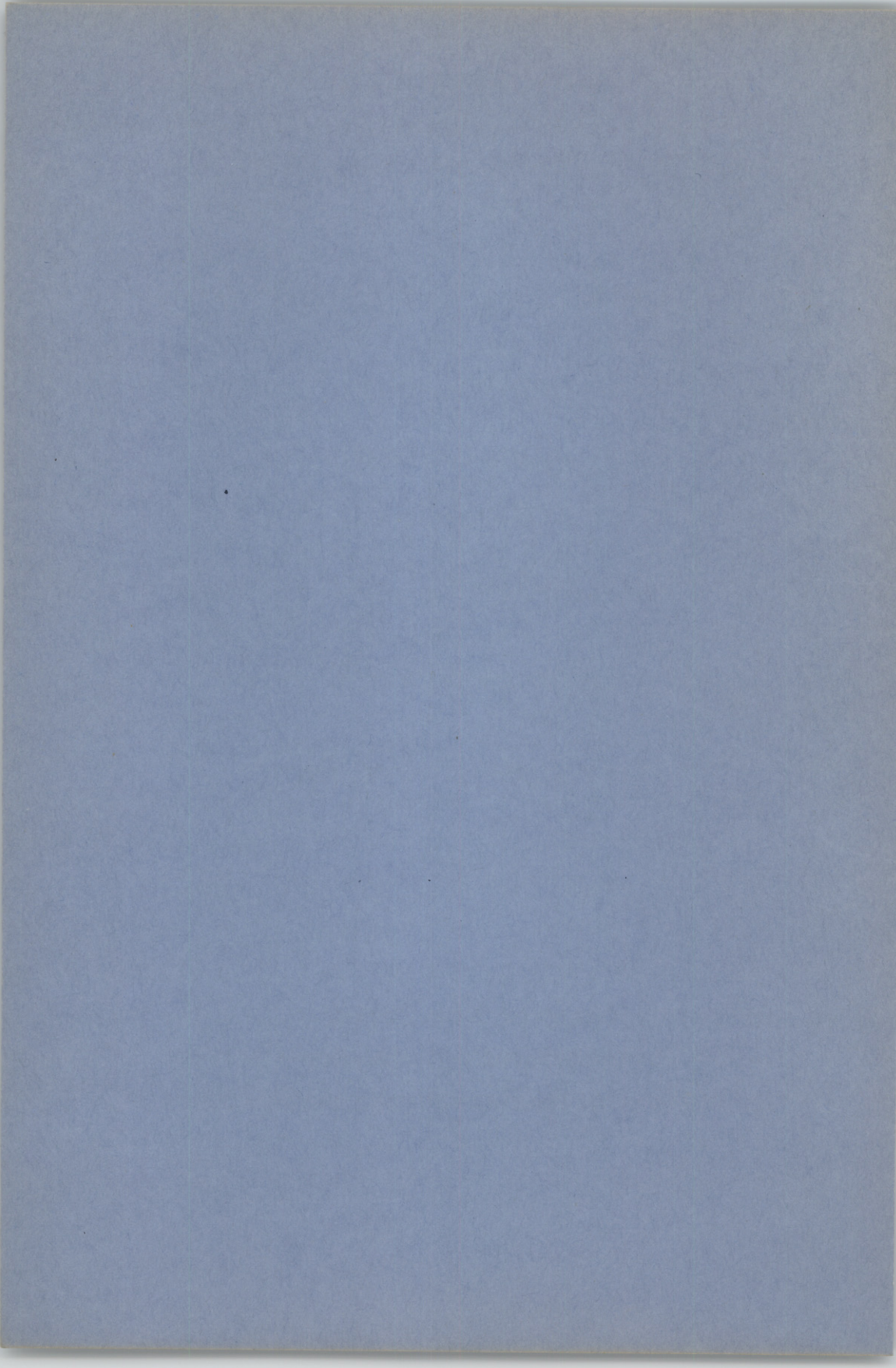
# ANNUAL REPORT



JULY 1, 1956 to JUNE 30, 1957

**New Jersey State Library**

**State of New Jersey  
Department of Education  
Division Against Discrimination**



# ANNUAL REPORT



JULY 1, 1956 to JUNE 30, 1957

**New Jersey State Library**

**State of New Jersey  
Department of Education  
Division Against Discrimination**

## DIVISION AGAINST DISCRIMINATION

### CIVIL RIGHTS COMMISSION

MISS J. MARGARET WARNER, *Chairman*  
MR. THEODORE RATHJEN  
MRS. MARGARET SULLIVAN  
MR. HARRY O'MEALIA  
MR. LORENZO OAKLEY  
MR. FRANK W. BARON

(one vacancy)

### 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, *Senior Field Representative*  
ISHAM B. JONES, *Senior Field Representative*

### FIELD REPRESENTATIVES

|                    |                       |
|--------------------|-----------------------|
| *CHARLES A. ASHLEY | STEWART M. MEYERS     |
| WILLIAM W. BARNES  | J. FORBES SMITH       |
| MARION L. COURTNEY | EMMETT E. SPURLOCK    |
| CARL W. GLATT      | **CHARLES F. WILLIAMS |

### SECRETARIES

|                      |                   |
|----------------------|-------------------|
| NORINE E. GALLAGHER  | ANNA M. PRICE     |
| CONSTANCE A. HOFFMAN |                   |
| BARBARA A. YOUNG     | MARIA D. ZARRILLI |

### OFFICES

1100 RAYMOND BOULEVARD  
NEWARK

162 WEST STATE STREET  
TRENTON

---

\* Appointed to replace Richard B. Anliot

\*\* Newly appointed

# ANNUAL REPORT

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**STATE OF NEW JERSEY**  
**DEPARTMENT OF EDUCATION**

DIVISION AGAINST  
DISCRIMINATION

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 Against Discrimination and the Commission on Civil Rights for the annual period ending June 30, 1957.

Respectfully,

FREDERICK M. RAUBINGER,  
*Commissioner of Education.*

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

## FOREWORD

During the year 1956-57 the Division Against Discrimination has been diligent in its efforts to resolve inequities and to extend civil rights to all New Jersey citizens. There has been increased emphasis on reaching the general public through the Division's exhibit program. The church and library programs in human relations education were notably successful. The number of meetings and conferences in which Division staff members participated indicates that extensive efforts in education for good human relations have been made.

The Civil Rights Commission's part in furthering the work of the Division deserves special commendation. This group of citizens, serving without compensation, has met regularly throughout the year to consider, advise, and recommend policies and practices. The Commission members have also met with several departments and agencies of government to promote understanding and to extend freedom of opportunity for all citizens.

During the year the Division was given additional jurisdiction in the field of housing. It is believed that the work in this new area will be carried forward as effectively as in the other areas of jurisdiction.

Another achievement is the extension of liaison and cooperation of the Division with other agencies and departments of State government. Increasingly, a unified philosophy is emerging among all the departments that freedom of opportunity for all citizens is a total responsibility—not the responsibility of the Department of Education alone.

May we continue to progress in the coming year.

F. M. RAUBINGER,  
*Commissioner of Education.*



## NEW RESPONSIBILITIES

On June 4, 1957, a bill was signed giving the Division Against Discrimination jurisdiction over discrimination in the sale or rental of properties which carry FHA or VA guaranteed loans. This jurisdiction extends the Division's responsibility in the field of housing, which, since 1954, has included public housing and state-aided and local-aided housing.

As the Annual Report goes to press, no complaints under the new jurisdiction have been received. Plans are evolving to hold conferences with FHA and VA authorities, with the New Jersey Real Estate Commission, with the Board of Realtors, and with the Builders Association of New Jersey.

During the past year, assurances have been given by the Commission on Banking and Insurance and by the Real Estate Commission that these state agencies will cooperate with this Division in instances where discriminatory practices related to their respective operations are reported. Such information will be referred by the Division Against Discrimination to the heads of these two commissions for appropriate action.

In the coming year the Division will have the services of one additional field representative, by reason of the appropriations now available. The formation of at least one good will agency in every community was the aspiration expressed in last year's Annual Report. However, in order to administer the new jurisdiction in housing, it may be that the community relations programs will have to be deferred until such time as the Division can spare its man-power for community organization activities.

As we look to the future, we may take pride in our accomplishments in eliminating discrimination in New Jersey. It is said by some that New Jersey is among the leading states in providing freedom of opportunity in employment, in access to places of public accommodation, and in housing for all its citizens. However, it would be unrealistic to suppose that all discrimination has been eliminated in New Jersey. There is a need to extend public education on the procedures available to citizens for remedy of inequities under the law. Organizations at the local level can serve to enlighten the public in their communities. The Division is handling, we believe with efficiency, those complaints brought to

its attention by individuals seeking recourse under the provisions of the law. There are, however, many avenues of education which could be pursued. The Division is faced constantly with the need to make a choice among the many projects of education it can undertake. By conservative estimate, the Division could extend its work more effectively with a staff of twice as many field representatives as are presently engaged.

The present staff is, however, earnestly committed to carrying forward every effort toward ending discrimination and promoting good will throughout New Jersey.

## COMPLIANCE

**Statistics JULY 1, 1945 to JUNE 30, 1957**

TABLE 1

### ANALYSIS OF COMPLAINTS RECEIVED

|                         | 6/30/56<br>in<br>Process | Complaints Received 7/1/56 to 6/30/57 |                               |                   | Total<br>Processed | Received<br>7/1/45 to<br>6/30/57 |
|-------------------------|--------------------------|---------------------------------------|-------------------------------|-------------------|--------------------|----------------------------------|
|                         |                          | Received<br>1st Six<br>Months         | Received<br>2nd Six<br>Months | Total<br>Received |                    |                                  |
| Employment:             |                          |                                       |                               |                   |                    |                                  |
| Formal .....            | 43                       | 24                                    | 82                            | 106               | 149                | 1289                             |
| Informal .....          | 6                        | 6                                     | 14                            | 20                | 26                 | 375                              |
| Public Accommodations:  |                          |                                       |                               |                   |                    |                                  |
| Formal .....            | 29                       | 32                                    | 14                            | 46                | 75                 | 394                              |
| Informal .....          | 4                        | 6                                     | 7                             | 13                | 17                 | 278                              |
| Special Investigations: | 5                        | 7                                     | 19                            | 26                | 31                 | 214                              |
|                         | <hr/>                    | <hr/>                                 | <hr/>                         | <hr/>             | <hr/>              | <hr/>                            |
| Total, All Complaints   | 87                       | 75                                    | 136                           | 211               | 298                | 2550                             |

TABLE II

### ANALYSIS OF COMPLAINTS DISMISSED

|                         | Adjusted | Withdrawn | Complaints Dismissed 7/1/56 to 6/30/57 |                    | Dismissed<br>7/1/45 to<br>6/30/57 |
|-------------------------|----------|-----------|--|--------------------|-----------------------------------|
|                         |          |           | No Probable<br>Cause                   | Total<br>Dismissed |                                   |
| Employment:             |          |           |  |                    |                                   |
| Formal .....            | 28       | 0         | 31                                     | 59                 | 1199                              |
| Informal .....          | 4        | 3         | 7                                      | 14                 | 363                               |
| Public Accommodations:  |          |           |  |                    |                                   |
| Formal .....            | 43       | 2         | 6                                      | 51                 | 370                               |
| Informal .....          | 6        | 1         | 3                                      | 10                 | 270                               |
| Special Investigations: | 4        | 5         | 2                                      | 11                 | 194                               |
|                         | <hr/>    | <hr/>     | <hr/>                                  | <hr/>              | <hr/>                             |
| Total, All Complaints   | 85       | 11        | 49                                     | 145                | 2396                              |

### Current Year

During the fiscal year, July 1, 1956 to June 30, 1957, as shown in Table I, the Division *received* 106 formal and 20 informal employment complaints; 46 formal and 13 informal public accommodations complaints. The Division also engaged in 26 special investigations. As of June 30, 1956, there were 87 complaints or special investigations still in process. Within this period, 145 actions were *dismissed* for reasons indicated in Table II.

TABLE III

FORMAL COMPLAINTS CLOSED BY NATURE OF DISPOSITIONS  
July 1, 1956 to June 30, 1957

|                           | Total<br>Cases<br>Closed | % of<br>Total | Adjusted | % of<br>Total | Dismissed<br>NPC* | % of<br>Total | Withdrawn | % of<br>Total |
|---------------------------|--------------------------|---------------|----------|---------------|-------------------|---------------|-----------|---------------|
| Employment                |                          |               |          |               |                   |               |           |               |
| Formal . . . . .          | 59                       | 100%          | 28       | 47%           | 31                | 53%           | 0         | 0             |
| Public Accommodations     |                          |               |          |               |                   |               |           |               |
| Formal . . . . .          | 51                       | 100%          | 43       | 84%           | 6                 | 12%           | 2         | 4%            |
| Total Formal Complaints . | 110                      | 100%          | 71       | 64%           | 37                | 34%           | 2         | 2%            |

\*NPC—No Probable Cause

Table III shows all formal complaints *closed* during the year, with reasons for closing. These totals indicate no significant difference in volume or nature of complaints from preceding years.

TABLE IV

FORMAL COMPLAINTS PROCESSED BY NATURE OF COMPLAINTS  
July 1, 1956 to June 30, 1957

|  | Received | Closed | Open |
|--|----------|--------|------|
| EMPLOYMENT:                            |          |        |      |
| Refusal to hire . . . . .              | 64       | 41     | 59   |
| Dismissal . . . . .                    | 13       | 8      | 9    |
| Grading . . . . .                      | 12       | 4      | 10   |
| Working Conditions . . . . .           | 8        | 3      | 6    |
| Union Privileges . . . . .             | 7        | 2      | 5    |
| Other . . . . .                        | 2        | 1      | 1    |
| Total . . . . .                        | 106      | 59     | 90   |
| PUBLIC ACCOMMODATIONS:                 |          |        |      |
| Services . . . . .                     | 18       | 11     | 10   |
| Privileges . . . . .                   | 23       | 27     | 8    |
| Schools . . . . .                      | 2        | 11     | 5    |
| Accommodations . . . . .               | 3        | 2      | 1    |
| Total . . . . .                        | 46       | 51     | 24   |
| Total, All Formal Complaints . . . . . | 152      | 110    | 114  |

Table IV indicates the complaints received during the year, and processed together with those carried over from the preceding year. Among the 114 cases reported as open, are those being held for verification or compliance agreements, implementation of official orders, and those subject to recheck for various reasons.

## THE LAW IN ACTION

### **Employment**

While a high percentage of employment complaints concern refusal to hire, failure to upgrade is also among the reasons for complaints of employment discrimination. A Negro employee brought a complaint against a company whose employment pattern limited Negro workers to semi-skilled jobs. Investigation by the Division showed that management had a policy against interdepartment transfers, which had the effect of limiting upgrading opportunities for Negro employees who were all in one department. In order to pursue this policy, the company often hired new workers, thus taking incentive from present employees. A review of upgrading history and union referrals through a series of conferences resulted in a change of policy and advancement for the aggrieved employee whose seniority entitled him to be upgraded to an open job.

### **Public Accommodations**

Last summer, a young Negro faculty adviser of a business institute took a group of his day students on a boat trip to a resort in southern New Jersey. The students were denied the privilege of using the swimming pool at the beach park on the pretext that only club members were permitted to use the swimming facilities. Upon making application, the students were denied club membership. Three of the students filed complaints with the Division Against Discrimination.

Through investigation, it was learned that the pool was leased to a group of local people, after passage of the amendment to New Jersey's anti-discrimination law covering places of public accommodation. This group operated the pool as a swimming club under a private club charter. A lack of uniformity in terms of admittance established that the "swimming club" was using this designation as a device to exclude members of minority groups. The Division proceeded to seek compliance in accordance with the law's provisions concerning places of public accommodation. Within a short time, the beach park facilities were sold, and the lease of the local group was cancelled.

The present owner informed the Division that he will operate the swimming pool as a public facility, and will admit all orderly persons, regardless of race, creed, color, national origin or ancestry.

### **Special Investigations**

The Division undertakes special investigations in instances where the law does not specifically assign jurisdiction, but where the circumstances involve matters clearly within its purview. These differ from complaints in that such investigations are concerned with general conditions in a community or area, rather than with particular persons or institutions.

As an example, the Division learned about acts of violence and a series of anonymous threats against a Negro family after the family took up residence in a heretofore all white neighborhood. An intensive investigation which brought in the local police authorities resulted in apprehension of the responsible parties. Two of the juvenile offenders involved were severely reprimanded and put on probation. The adult culprit was fined and ordered to make restitution for the damages committed. Special details of police were assigned to the homeowner for his protection while the situation was being resolved.

## **DECISIONS, OPINIONS**

### **Skateland Skating Club**

In November of 1955 a complaint was filed against Nicholas Mekosh, trading as the Skateland Skating Club. After careful investigation, probable cause of discrimination was found. Executives of the Division were unable to settle the matter through conference, and a public hearing was called for November 27, 1956. Prior to the hearing, however, counsel for Mekosh was able to persuade him to sign a consent order agreeing to open Skateland Skating Club to all orderly persons regardless of race, creed, color or national origin. A consent order contains the same cease and desist order which would follow from a hearing where discrimination was found. Failure on the part of the respondent to comply with a consent order means that his case will go to the county court just the same as it would with a cease and desist order after a hearing.

### **Del Wood Skating Rink**

The Division's Annual Report for 1955-56 indicated that the case of the Del Wood Skating Rink was before the Gloucester County Court. This action resulted from failure of the rink to carry out the Cease and Desist Order of the Commissioner. On December 18, 1956, a Court Order was obtained and subsequently the owners of Del Wood Skating Rink notified the Division that the rink is now open to the public without discrimination on account of race, creed or color.

### **Erie Railroad Case Closed**

The case of two Negro waiters-in-charge against Erie Railroad has been closed. As indicated in the 1955-56 Annual Report the railroad was ordered to cease and desist from discrimination. The railroad appealed the order in Hudson County Court.

Counsel for complainants and respondents had been ordered to meet to determine the differential in wage, if any, due complainants. The meeting was held, as ordered, but no agreement was reached. Consequently, a hearing on the question of the wage differential was held on November 20, 1956, and testimony was received. Following this hearing, on the basis of his findings of fact, the Commissioner ruled that no wage differential was due complainants.

Subsequently, the Erie Railroad Company withdrew its appeal from the Hudson County Court. The case is closed.

## **SURVEY PROJECTS**

The Division Against Discrimination, since its early years, has conducted surveys of industry and of other areas of interest in the civil rights field to aid in fulfilling its responsibility under law to "promote good will and to minimize or eliminate discrimination because of race, creed, color, national origin or ancestry." These various surveys have served this purpose not only in furnishing valuable data, but in presenting an opportunity for Division representatives to communicate with employers, proprietors and other persons who have the responsibility of operating in conformity with New Jersey's Anti-Discrimination Law.

### **Hunterdon, Sussex and Warren County Industrial Survey**

With the completion of this tri-county survey of employment policies and practices of industry, all 21 counties have been surveyed by the Division Against Discrimination since its establishment in 1945. Findings in the three western counties indicate general improvement in industrial employment since the early surveys. The Division representative visited 160 companies located in 42 communities in Hunterdon, Sussex and Warren counties employing 18,628 workers. Of this number, 249 are Negroes, 184 are Jews, 69 are Puerto Ricans, and 80 are Displaced Persons. Most employers stated that their policies were to recruit workers without regard for race, creed, color or national origin. However, the small number of minority group members residing in this area did not provide sufficient opportunity for them to put fair employment practices into full effect. A shortage of rental housing available to Negro and Puerto Rican workers has been an important factor in limiting employment of minority group members.

### **Railroad Survey**

In the past year the Division has cooperated with the New York Commission Against Discrimination in conducting a survey of hiring practices of twenty railroads operating in New York and New Jersey.

During the winter a conference was held with executives of the railroads at which time fair employment policies were given endorsement by the railroads. At that conference, the railroads agreed to cooperate in a study of hiring practices.

The railroads have kept, during April, May and June, detailed records of the number hired, the source of recruitment, and the color of the person employed. This information is now being assembled. It is planned that the New York and New Jersey Commissions will act together in any necessary follow-up investigations which may be indicated.

### **Public Housing Survey**

A survey of public housing in New Jersey showing tenancy and employment of minority group members was completed in October, 1956. This project was carried on as an activity of the Inter-Departmental Housing Committee set up by Governor Meyner. Fact gathering was done by Division staff members. On completion, a digest of the report was given to each member of the Inter-Departmental Committee. It was agreed that each department of the State would use such phases of the report as it saw fit. The digest reveals that some 16 housing authorities still have all-Negro units. The report states that this situation is not necessarily an indication that discrimination is being practiced. In some instances, Negro occupants have chosen such units; in others there have been no white applicants. The Division is pursuing further study of this aspect of the survey on the recommendation of the State Civil Rights Commission.

## **GENERAL EDUCATION AND PUBLIC RELATIONS ACTIVITIES**

### **Teacher Placement Officers Conference**

The first conference of teacher placement officers of New Jersey colleges was held at State Teachers College, Jersey City, on April 9, 1957. The Conference was sponsored jointly by the Division of Higher Education and the Division Against Discrimination. One of the three work sessions was devoted to a discussion of the role of the placement officer in handling discriminatory requests. A summary of this session states: "The placement officer should obey the law; thus giving the candidate a chance to 'sell' himself even in situations where he may encounter discrimination because of creed or color. When requests are received, candidates should be recommended for interviews on the basis of their competence. Superintendents should inform placement officers of cases where candidates violate contractual agreements. Placement officers should impress candidates with the ethical requirements of the profession. No candidate's transcript should be submitted without his consent."

### **Atlantic City Library Program Planning Institute on Human Relations**

An all-day program planning institute on human relations was held on April 29, 1957, in the Atlantic City Library. This institute was sponsored by the library, the city of Atlantic City and local member organizations of the State Women's Council on Human Relations. Over 100 persons representing civic groups and other local organizations were welcomed to the institute by Mrs. M. Milton Singer, President of the Atlantic City Library Board of Trustees, who represented Mayor Joseph Altman in presenting the key to the city to Dr. Roy McCorkel, Director of the Commission on Religious Organizations, National Conference of Christians and Jews. Dr. McCorkel's address centered on, "Putting First Things First." Miss Lorraine K. M. Gorski, Chairman of the Human Relations Committee of the New Jersey Library Association, discussed the value of a library-centered program planning institute. Division representatives spoke about the importance of community-wide programs on human relations. Miss Jessie L. Rowley, Atlantic City Librarian, described the resources of the public library available for use to local organizations in planning human relations programs.

Five simultaneous workshop sessions were held in the afternoon to demonstrate program patterns. The Division provided consultant services, discussion leadership, exhibits and literature.

### **Human Relations Church Service and Program Seminar**

On Sunday, January 20, 1957, over 250 clergymen and parish representatives from the 147 Episcopal churches and missions in the Diocese of Newark attended an afternoon service of worship held in Trinity Cathedral, Newark. The Reverend Dillard H. Brown, Jr., of St. Luke's Church in Washington was the guest preacher. Following the service, guests moved to Cathedral House for a light supper. Bishop Stark convened the seminar. Herbert H. Tate, Newark attorney, and former cultural attache of the State Department in Pakistan, gave the address. Seminar participants then joined one of five workshop sessions which covered various techniques for presenting human relations programs in church communities.

About 40 churches were represented from five northern New Jersey counties. Orientation literature was mailed to over 100 participants. Follow-up materials and evaluation sheets were sent out after the seminar. To date, 34 local church and church-centered community programs in human relations have been held as a result of this initial program. The Division participated with consultant services, exhibits and materials, discussion leadership and over-all planning.

### **Human Relations Film Evaluation Project**

A committee of twelve educators met in the office of William King, Coordinator of Audio-Visual Education, on January 24 to discuss revision and extension of a film brochure produced two years ago by the Division with the cooperation of local, county and State educators, and designed to assist classroom teachers in the presentation of films on human relations. Two subsequent meetings were held on April 2 and May 7. The Committee reviewed nine films, recordings and film strips suitable for inclusion in the revised brochure. A compilation of recommendations based on the committee's evaluation will be made during the summer. The new teacher's aid should be ready in the spring.

### **Premiere Film Showing**

A premiere showing of the new human relations film, "Princess in the Tower," was held at Bloomfield High School auditorium on June 4. Essex County Superintendent, Dr. William S. Twichell, issued invitations for the premiere to Essex County teachers and visual-aid educators. The Division sent invitations to Essex County

community leaders. The film was produced by the American Jewish Committee. The film's director, Robert Disraeli, was present to report on his experience in directing and producing the film.

### **Police Institutes**

The Division has been actively engaged in a number of police training programs initiated by the National Conference of Christians and Jews. Notable among these was the Police Institute in Community and Intergroup Relations conducted by the Paterson Police Department in cooperation with the Paterson Commission on Human Relations and the NCCJ. Division representatives participated as speakers, as consultants, and as discussion group leaders.

The Fair Lawn Police Department also held a three day Human Relations Course at Fair Lawn Police Headquarters on September 25, 26 and 27. A Division representative assisted in two sessions as a consultant and as a resource person.

On October 3, a Division representative addressed the morning session on Police and Community Relations at the West Orange Armory, attended by police candidates from 14 Essex County communities. This session was part of the Basic Police Training Program sponsored by the Association of Chiefs of Police of Essex County in cooperation with the Board of Education of the Vocational Schools of Essex County, and the Federal Bureau of Investigation.

The Division also cooperated with the National Conference of Christians and Jews in police institutes held during April and May in Passaic, Plainfield and Trenton. Staff assistance and exhibits were provided for all the institutes.

### **Vocational Guidance**

The Division Against Discrimination, together with the Curriculum Division and the Vocational Division of the State Department of Education, has been successful in working with the officers and executive committee of the Guidance and Personnel Association to create a guiding statement concerning the guidance of minority group youth. The value of such a statement was discussed with the county superintendents and with the executive committee of the New Jersey Department of Superintendents. Conferences with the executive committee of the New Jersey Federated Boards of Education and with the high school principals' group have been held. In these conferences, representatives of the Divisions of Curriculum and Instruction and Vocational Education have cooperated. The statement will be drafted this summer, after a thorough consideration of the views of all school parties responsible for the guidance program. Procedure then will be to implement the statement at the local school level, to the end that minority group youths will be referred for employment and college admission on the same basis as all other youths.

### **Services to New Employers**

The State Department of Labor and Industry furnishes the Division Against Discrimination with lists of employers opening new businesses in New Jersey. The Division sends these employers a copy of the Law Against Discrimination and an Abstract on the Law for posting in their employment offices. A covering letter sets forth advances in fair employment in New Jersey since 1945. It points out the new employer's responsibility to establish and maintain fair hiring and upgrading practices in keeping with New Jersey Law.

The Division thus seeks to minimize the causes for complaints. Visitations by Division staff members in the course of their other duties afford the new employer an opportunity to learn that the Division is ready to assist him in advancing the status of fair employment in New Jersey.

### **Cooperation with State Departments and Agencies**

During the past year, liaison has been established between the Department of Labor and Industry and the Division Against Discrimination which holds promise of good results. Commissioner Carl Holderman early in the year called a conference of all employment managers in the New Jersey Employment Service regional offices, primarily to discuss the handling of discriminatory requests in the several NJES offices. Representatives of the Division had a profitable discussion with these managers. A commitment was made to see that all procedures would exclude reference to race, creed, color or national origin.

An agreement has been made with the Commissioner of Banking and Insurance that any information brought to the attention of the Division indicating discriminatory practices in the granting of mortgage and investment loans will be referred to the Commissioner of Banking and Insurance, since the banking law carries an anti-discrimination clause. If investigation indicates that discrimination may have been practiced, the findings will be referred to the Commissioner of Banking and Insurance, who will then make a further investigation and, if necessary, eliminate discriminatory practices. The Division will be informed of the resolution of the complaint.

Although New Jersey's real estate law carries no anti-discrimination clause, the President of the Real Estate Commission has indicated his interest in seeing that practices of realtors and real estate salesmen are equitable. He has suggested that the Division notify him of complaints indicating discriminatory treatment on the part of brokers or salesmen. The Division will forward such information after making a preliminary investigation, and if evidence supports

the allegations, the President of the Real Estate Commission will institute his own investigation and will see to it that discriminatory practices complained of are eliminated.

A further activity of the Division in cooperation with other state agencies concerns the program which is developing with the Board of Barber Examiners and the Board of Beauty Culture Control. These are licensing boards of the State Government for barber and beauty shops throughout the State. During the year now closing, the State Civil Rights Commission met with members of these two boards to discuss problems of discrimination arising in their respective operations. The anti-discrimination law does not cover barber and beauty shops. Representatives of the three state agencies agreed, however, that discrimination was against the policy of the state and that each agency had a responsibility to take all possible measures to eliminate any discrimination which might be practiced. As a result of a first meeting of the three agencies, a conference of organization leaders and union leaders was held in June at the Newark office of the Division Against Discrimination. Results of this conference were encouraging. All present deplored discrimination wherever it might be occurring in these enterprises. It was agreed that each of the important agencies engaged in these operations would appoint a representative to a committee which would develop an educational program to the end that all persons would be served regardless of race, creed, color or national origin. The Division offered its services to this committee to help in the promotion of an effective educational program.

### **Women's Council Activities**

The Women's State Council on Human Relations held three of its 1956-57 quarterly meetings at the Division office in Newark in October, January and May. The July 1956 meeting was held on annual Visitor's Day at Rutgers. Council members were guests of the six-week Workshop in Human Relations for the morning session on July 27, and joined the afternoon session of the one-week Workshop for Community Leaders.

On April 29, the second of the Council's major library program planning institutes was held in The Atlantic City Library. The Women's Council is responsible through its member organization, the New Jersey Library Association, for initiating these library-centered program institutes, the first of which was held in the East Orange Library in October, 1955. Three subsequent institutes have been held in East Orange at the request of community organizations.

The purpose of these institutes is to make program units and human relations materials available to local organizations for adapta-

tion to their program needs. Such aids as films, filmstrips, recordings, discussion guides and literature are shown. Techniques for their use are demonstrated. The library becomes a resource center for service to the community in the field of human relations education. The Council has received requests from other communities to assist in developing local library institutes.

### **Division Review**

Four issues of the Division's quarterly publication were released during the past year. In addition to serving 1,800 persons on the regular mailing list, 1,200 copies of the Division Review are available for distribution at meetings and conferences.

### **Exhibits and Services to Organizations**

The Division placed 164 exhibits in communities throughout the State during the past year. An exhibit was displayed at the Trenton State Fair from September 23 to 30, 1956, where 85,000 pieces of human relations literature were distributed. From August 28 to September 3, 1956, 20,500 items were distributed at the Flemington Agricultural Fair. A final tabulation of exhibits served by the Division for Brotherhood observances in February showed participation by 83 churches, schools, public libraries, municipal buildings, banks and other business establishments. Many communities held special programs sponsored by their various local organizations. Some of the public libraries held over exhibits from three to five weeks. A number of main libraries took the responsibility of extending the exhibits to all of their local branches, as well as to church and school libraries.

The Division prepared exhibits for police institutes, church seminars, library institutes, church school training conferences, workshops in human relations, meetings and conventions of labor, civic, veteran, PTA's and women's groups. About 275,000 pieces of material were distributed in the course of these activities. The Division is grateful for quantities of free materials made available by the Anti-Defamation League of B'nai B'rith, American Jewish Committee, National Conference of Christians and Jews, Essex County Intergroup Council, National Labor Service, Jewish Labor Committee, President's Committee on Equal Job Opportunities, Newark Mayor's Commission on Group Relations, NAACP, and Urban League of Essex County.

The following New Jersey communities were furnished exhibit materials, literature and services: Arlington, Asbury Park, Atlantic City, Bayonne, Belmar, Belleville, Bergenfield, Berkeley Heights, Blairstown, Bloomfield, Bradley Beach, Bridgeton, Camden, Carlstadt, Clifton, Convent Station, Cranford, Demarest, Dunellen, East

Orange, East Rutherford, Elizabeth, Englewood, Fair Haven, Fair Lawn, Flemington, Freehold, Garfield, Glassboro, Hackensack, Highland Park, Hightstown, Hoboken, Irvington, Jersey City, Kearny, Lakewood, Lincoln Park, Lodi, Long Branch, Lyndhurst, Madison, Mahwah, Maplewood, Montclair, Morris Plains, Morristown, Mt. Holly, Newark, New Brunswick, North Bergen, Nutley, Orange, Passaic, Paterson, Paulsboro, Pennsauken, Perth Amboy, Plainfield, Point Pleasant, Princeton, Red Bank, Ringwood, South Orange, Summit, Teaneck, Trenton, Union, Vineland, Wanaque, Westfield, West Orange, Woodbury and Wortendyke.

### **Radio and Television Programs**

A Division representative participated on the Rutgers University Forum Program emanating from WCTC, New Brunswick, on December 11, 1956. This program was carried over 21 other radio stations during the following week. The topic was, "The Box Score on Civil Rights." A Division representative also appeared on the weekly television program, the New Jersey Legislative Program, over WATV, December 16. The theme was, "What Is Being Done to Combat Discrimination in Housing." This program was also heard simultaneously over nine New Jersey radio stations.

Sets of spot announcements on fair employment and equal opportunity for all New Jersey citizens were sent by the Division to all New Jersey radio stations.

On April 17, Division representatives held a conference with the educational director of the New York State Commission Against Discrimination, and on June 6 with members of the Philadelphia Commission to consider ways and means of promoting radio and television programs on human relations. A conference with radio and television executives will be called in the early fall.

### **Workshops in Human Relations**

The Division Against Discrimination cooperated with Rutgers University and the National Conference of Christians and Jews in sponsoring three annual Workshops in Human Relations held on the campus of the State University last summer. The tenth annual six-weeks Workshop of 1956 was under the direction of Dr. Anna M. Burrell, of New York State Teachers College at Buffalo, assisted by Dr. Harry Strohl, of Battin High School, Elizabeth. The seventh annual one-week Workshop for Community Leaders was co-directed by Harold A. Lett, Assistant Director of the Division Against Discrimination and Theron Johnson, Director of the Fair Education Practices Act in New York State. A third Workshop, "Modern Trends," was initiated to serve the needs of advanced students, under the same direction as the Community Leaders Workshop.

## Myra Blakeslee Memorial Educational Fund

The funds available for human relations workshop scholarships and other educational purposes in the field of human relations are nearly depleted. During the past year one workshop scholarship was granted from the fund. The amount now on hand is \$53.70. The fund will remain open for contributions.

## STAFF ACTIVITIES

In the undertaking of a program to promote good human relations, the Division considers that to have the good will, understanding and cooperation of as many people as possible is an asset of the highest value. For that reason, the Division attempts to meet and address a wide representation of the many groups which make up our population.

Last year, staff members made approximately 425 public appearances. They travelled throughout 70 cities of New Jersey, 12 cities of 7 other states, and 2 cities in Canada. They addressed 225 audiences, totalling more than 32,000 people, and led or participated in an additional 200 forums and conferences of a public nature. Significantly, the two highest executives of the Division personally made more than one-half of the appearances. In addition, the Division director spoke on radio, and appeared on television programs.

Listed below is a summary of the public addresses made by the staff:

| PUBLIC ADDRESSES BY STAFF |                                     |                                  |
|---------------------------|-------------------------------------|----------------------------------|
| <i>No. of<br/>Groups</i>  | <i>Nature of Group</i>              | <i>Approximate<br/>Audiences</i> |
| 15                        | Service Clubs .....                 | 1080                             |
| 35                        | Religious Groups .....              | 7250                             |
| 10                        | High School Students .....          | 8450                             |
| 25                        | College Students .....              | 3750                             |
| 11                        | Other Student Groups .....          | 2050                             |
| 5                         | Labor Groups .....                  | 1950                             |
| 16                        | Police and Library Institutes ..... | 820                              |
| 17                        | Professional Workers .....          | 850                              |
| 14                        | Parents and Teachers .....          | 1580                             |
| 10                        | Women's Clubs .....                 | 1650                             |
| 26                        | Civic Organizations .....           | 1850                             |
| 41                        | Other Groups, not classified .....  | 820                              |
| <hr/> 225                 |                                     | <hr/> 32,100                     |

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

1. Policies and Practices of New Jersey Housing Authorities With Respect to Minority Groups. (Released August, 1956)
2. Survey of Minority Group Workers in Atlantic, Cape May and Ocean Counties—Prepared by Stewart M. Meyers. (Released October, 1956)
3. Employment Practices in Selected Retail Stores—Prepared by Marion L. Courtney. (Released November, 1956)
4. Employment Practices in Hunterdon, Sussex and Warren Counties—Prepared by Carl W. Glatt. (For release July, 1957)
5. Recommended Films and Film Strips on Intergroup Relations and Fair Employment Practices—Prepared by Richard B. Anliot. (For release August, 1957)

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\*The Annual Reports for 1953-54 and the two subsequent years contain complete lists of materials prepared since 1945. Some of these publications are still available.



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DEPARTMENT OF EDUCATION  
DIVISION AGAINST DISCRIMINATION  
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