STATE OF NEW JERSEY

REPORT

OF THE

NEW JERSEY STATE

COMMISSION ON THE CONDITION OF THE

URBAN COLORED POPULATION

TO THE LEGISLATURE

OF THE STATE OF NEW JERSEY

JULY 1st TO NOVEMBER 1st, 1942

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The membership of the Commission since its creation has been as follows:

## MEMBERS OF THE COMMISSION

William D. Galloway, Chairman
Richard L. Martin, Vice-Chairman
Mrs. Sarah S. Washington, Secretary-Treasurer

## MEMBERS OF ADVISORY COMMITTEE

Dr. Walter G. Alexander
Mr. Irving Abramson
Mrs. Eva Batey
Mr. C. M. Cain
Rev. C. C. Currin
Mrs. A.M. Curtis
Mrs. Agnes Durrah
Senator Frank Farley
Mr. Nathaniel Finch
Rev. John Hester
Dr. E. Gaylord Howell
Mrs. Una Jennifer
Mrs. Omega Mason
Assemblyman Roscoe P. McClave
Mr. George Henry Shay
Mrs. Elizabeth DemyVann
Senator Hayden Proctor

## EXECUTIVE STAFF OF THE COMMISSION

Gerald E. Allen, Executive Director
William A. Dart, Counsel
Walter Upperman, Associate Counsel
Hubert J. Franklin, Associate Counsel

## INVESTIGATORS

Lorenzo Harris
C. Ronald Hightower
Dr. L.D. Wright

Senior Stenographer

Rose M. Marshall

TO THE LEGISLATURE
OF THE
STATE OF NEW JERSEY

The State of New Jersey Permanent Welfare Commission On The Condition of the Urban Colored Population wishes to submit a brief report of its accomplishments during the short period of its existence. Unfortunately, the very limited appropriation of sixteen ($16,000) thousand dollars has grea tly handicapped the Commission in its efforts to accomplish the objectives as set forth in the law creating the Commission; namely, "to improve the economic, cultural, health, and living conditions of the urban colored population of this State in order to secure the urban colored population equal opportunities with the general population thereof for self-expression and the economical and cultural development to the extent, if any, that such opportunity does not exist".

Your Commission, for an extended period of time, was confronted with the following problems: securing additional legislation to permit the use of expenditures in the new fiscal year; selecting a trained staff; securing office equipment and supplies; obtaining a location for the Central office; setting up a work program; and other problems. Most of these problems have been successfully overcome and a firm foundation has been laid for the work of your Commission. Grateful acknowledgement is made for the generous and invaluable cooperation given in the elementary stages of the work by the various citizens and organizations. Some of these are: New Jersey Urban League, Newark Interracial Council, Good Will Commission, Branches of the Y.W.C.A., Y.M.C.A., and the National Urban Leagues, N.A.A.C..P., the Legislative, Executive, and Finance Departments of the State of New Jersey, Department of Institutions and Agencies, Works Progress Administration, National Youth Administration, President's Fair Employment Practice Committee, War Manpower Committee of the War Production Board,

Federal Councilof Churches of Christ in America, Paterson Interracial Council, U.S. Department of Labor, Training Within Industry Division of the War Production Board, Council of Jewish Women, Social Service Bureau, Springfield Branch of Newark Library, Travelers Aid Society, U.S. Employment Service, Jewish Child Guidance Bureau, Montclair Planned Parenthood, Essex County Council of Jewish Agencies, Visiting Nurses' Association, Nutley Social Service, Jewish Children's Home, Montclair Day Nursery, Neighborhood Center, Essex County Junior Employment Service,Department of Health, Commission for Social Action Middle Atlantic Conference, Babies Hospital, Girl Scouts, Orphan's Rescue Association, Newark Recreation Department, Eastside Day Nursery; and the following newspapers: Newark Sunday Call, Newark Star-Ledger, Atlantic City Press, Atlantic City Evening Union, Bergen Evening Record, Trenton Evening Times, Asbury Park Evening Press, Paterson Evening News, Paterson Morning Call, Passaic Herald News, PM Newspaper, Monmouth County News, New Jersey Herald N ews, New Jersey Afro-American, Norfolk Journal and Guide, Pittsburgh Courrier, Amsterdam Star-News, Chicago Defender, Camden Courier, People's Voice, and the New Jersey Guardian. There are many others not listed herein because of inadequate space.

The Legislature of the State of New Jersey has set a precedent for other States to follow. Already requests have come to the office of the Commission from individuals and organizations in New York, Illinois, Pennsylvania and Maryland, for information as to methods and procedures to be followed in setting up a permanent commission in their respective States. The members of your Commission sincerely hope that the request for much needed appropriation will be approved, in order that the intent and purpose for which the Commission was created will be successfully accomplished.

MEMBERS OF THE COMMISSION

WILLIAM D. GALLOWAY, Chairman

RICHARD L. MARTIN, Vice-Chairman

MRS. SARAH S. WASHINGTON
Secretary-Treasurer

*The Legislature approved the request for an increase in the Budget of the Commission from $16,000 to $28,000 for the fiscal year 1942-1943.

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REPORT OF THE WELFARE COMMISSION
from July 1 to November 1, 1942

THE REPORT of the State of New Jersey Welfare Commission on the Condition of the Urban Colored Population consists of: statistical report; analyzing studies, reports, and materials; objectives of program; community organization; employment; training; complaints; correspondence concerning work of Commission; budget; publicity; staff meetings; business administration; endorsements; forms; legislation.

1. A STATEMENT

The Commission in its report to the Advisory Committee and State Officials a nd the public will present accomplishments, problems, and methods for overcoming problems encountered, and future plans. This type of report permits an objective evaluation of the work from the standpoint of constructive criticism as well as an appraisal of accomplishments. These reports will deal only with the economic, social, and cultural work of the Commission in the State of New Jersey.

2. ANALYZING STUDIES, REPORTS, AND MATERIALS

In order to intelligently prepare a program for the work of the Commission, it was necessary to secure all available scientific data, both statistical and factual, concerning studies and reports with reference to the economic, social, and cultural conditions of Negroes in New Jersey. The following materials were obtained and analyzed: "The Negro in N ew Jersey" by Dr. Ira De Reid: information concerning "The Migrant Commission"; The First and Second Reports of the Temporary Commission on the Condition or the Urban Colored Population of New York; the First and Second Reports of the Temporary Commissions on the Condition of the Urban Colored Population in New Jersey; the transcrips of the Hearings of the President's Fair Employment Practice Committee concerning discriminatory practices by New Je rsey firms; and other

pertinent information.

3. OBJECTIVES OF PROGRAM

The objectives of the Commission are to examine, investigate, and recommend measures for the purpose of improving the economic, cultural, health, and living conditions of the urban colored population of the State in the following fields: civilian defense programs, employment, housing, education, health, recreation, crime and delinquency, and civil rights. In order to obtain the above objectives, the Commission has developed methods and techniques which are listed below.

1. To compile, analyze, and interpret factual and statistical data concerning the economic, social and cultural conditions of Negroes.

2. To conduct Public Hearings and take testimony with reference to discriminatory practices relative to the Negro population in the fields of employment, housing, education, recreation, health, crime, delinquency, and civil rights.

3. To arrange conferences with employers, representa tives of trade unions, heads of institutions concerning complaints of discrimination.

4. To cooperate with existing agencies in the State in order that there may be no over-lapping or duplication of effort.

5. To publish from time to time studies in the fields of employment, education, health, housing, etc.

6. To secure publicity through the newspapers, published reports, pamphlets, talks, radio broadcasts, etc.

7. To organize a bi-racial advisory committee with representa tives from the following groups: religious, labor and industry, fraternal, interracial and intercultural, educational and social service.

8. To organize citizens committees in each urban center. Their function will be to help collect factual and statistical data to inform

the Commission of economic and social conditions concerning the Negro population, to assist in the preparation of public hearings, to develop a better understanding between the ra ces in their respective cities.

4. COMMUNITY ORGANIZATION

It is generally conceded by social scientists, social workers and laymen who have been identified with social work that in the development of any social program, that it is basic to carry on a thorough job in community orga nization work. A few of the rea sons are set forth: a reasonable time for the orientation of the staff to the new program; an interpretation of the program to the smaller and larger communities; securing community support; prevention of overlapping a nd duplication of social effort.

The Commission, in its effort to secure state-wide support in attaining its objectives, is devoting a considerable amount of time to community organization work which is basic in the elementary stage of the work. In the process of community organization work, the basic concepts of scientific group work are applied; namely, group participation in studying local problems, planning a program of approach, solution and adjustment. This procedure gives a sense of belonging to a state-wide movement which is attempting to improve the social well-being of a large section of the States' population. Local bi-racial citizens committees are the units through which we shall weld together the interest and efforts of individuals in various urban centers.

The first bi-racial Citizens Committee meeting of the Commission for the Newark area was held in the Y.W.C.A., 53 Washington Street, Newark. Speakers included Mr. Lawrence Oxley, Senior Technical Representative of the U.S. Employment Service and War Manpower Committee for New York, New Jersey, and Delaware; Mrs. Una Janifer, President of the Women's Auxiliary of the North Jersey Medical Society; Mrs. Lucy K. Milburn, President of the Newark Interracial Council;

Mr. Hubert J. Franklin, Associate Counsel; Mr. Gerald E. Allen, Executive Director of the Commission. A bi-racial Citiz ens Committee was formed and sub-committees on health, housing, recreation, employment,education, civil rights and crime and delinquency. The following representatives of social and civic agencies attended: Mr. Ernest Seibert, represnetative from the Recreation Department of Newark; Mr. Arthur J. Edwards of the Newark Interracial Council; Reta L. Stein of the Council of Jewish Women; Dorothy P. Holmes, Social Service Bureau; Ellen Weitz, Springfield Branch of Newark Libra ry; Josephine R. Glatt, T ravelers Aid Society; Mary E. Ward and C.W. Plaskett of the Y.W.C.A.; Simon Doniger, Jewish Child Guidance Bureau; William R. Jackson, YM.C.A.; Alice C. Smeeth, Montclair Planned Parenthood; Esther Jamieson, Essex County Council of Jewish Agencies; Jane Quinn, Vis iting Nurses Association; Frances Wilson, N utley Social Service; Jacob L. Trobe, Jewish Children's Home; Katherine De W. Phelphs, Montclair Day Nursery; Mrs. Margaret Ford, N eighborhood Center; Arthur A. Fisk, Jr., Essex County Junior Employment Service; Dr. M.J. Exner, E. Mae Carroll, Department of Health; Arthur J. Edwards, Committee for Social Action Middle Atlantic Conference; Alma M. Gordon, Babies Hospital; Mrs. May T. Holden, Girl Scouts; Mrs. J. R. Thompson, Orphan's Rescue Association; Ernes W. Seibert and L.A. Canarelli, Newark Recreation Department; Jessie P. Condit, Children's Aid Society; Elizabeth S. Rogers, Y.W.C.A.; Mrs. Grace O. Duryee, Eastside Day Nursery; Herbert A. Bergen, Manager of U.S. Employment Service in Newa rk; Mattie W. Jones , Sara C. Howard, M. Harriet Bowers, Eva J. Sartori, Elsie O. Segal, and Frank Cozzoline of the Visiting Nurses Association; and Mrs. William T. Smith, Mrs. J.H.Becket

Plans have been made for meetings of other citizens committees in Atlantic City, Paterson, Passaic, Asbury Par k, Hackensack, Rutherford, and Elizabeth in November and December.

5. EMPLOYMENT

Securing employment and training in the war industries are the most pressing problems at this time, therefore, the efforts of the staff have been directed toward securing job openings in the various industries. So far, we have been successful in making initial job openings in the following plants: Botany Woolen Mills, Forstmann Woolen Mills, Becton-Dickinson, E. I. DuPont de Nemaurs, Sperry Rail Service, Air Cruisers, Inc., Kimbel Glass Co., Samuel Hird Co., Atlantic Highland Sportswear, Inc., E. Pritchard Inc., and Okonite Inc. We have also increased the labor force in such plants as Western Electric, Eclipse Aviation Division of Bendix, Wright's Aeronautical, National U nion Radio Corporation, Walter Kidde, Inc. Ferracute Machine Co., Shapiro Clothing Co., Mack's Machine Shop, Brewster Aeronautics, American Transformer, R.C.A. Mfg, Titeflex, Isolantite, Saconey Vacuum Oil Co., Martin Dyeing and Finishing Co., Belber Trunk and Bag Co., and many others. In addition, the Otis Elevator, Breeze Corporation, United States Rubber and others have been visited and negotiations are to be continued.

The Commission because of discriminatory practices by some employm ent agencies (both private and public) and employers has placed Negro workers in war and non-war industries throughout the State. This will continue until these racial barriers have been eliminated.

The intergration of Negroes into war and non-war industries for the first time, and the increase of the labor force in others, has in some instances created problems which the Commission anticipated and accepted as a part of its program, for example;

1. Discrimination by labor unions - The Commission has contacted and conferred with representatives of State and local labor unions, calling their attention to the President's Executive Order 8802, which applies to labor unions as well as industries. This procedure has

broken down, to some extent, the "passing of the buck" between representatives of unions and employers.

2.Securing birth certificates - The Commission has assisted many Negroes in securing birth certificates and affidavits of birth from other states. The problem is more serious with reference to Southern States because the required birth certificates indicate the possibility for employment and training in war industries in the North.

3. Obtaining employment for Negro women - Investigations show that discrimination in employment is more acute among Negro women than Negro men. We have, therefore, made special effort in our contact with industries to impress upon employment managers the necessity for employing Negro women.

4. Securing jobs for Negroes in production lines - We have been insisting that Negroes be placed either in production as skilled or semi-skilled laborers or that they be given training for the same. In many instances, Negroes have been given jobs in war industries as porters, maids or other menial jobs. Such a position is merely token employment and does not comply with the President's Executive Order or with the objectives set forth by our Commission.

5. Obtaining training in high school or vocational school - In order that Negro men and women, especially the latter, may be trained and prepared for the ever increasing occupations in war industries, the Commission has sent out 62 questionnaires to training schools throughout the State and is carrying on an extensive educational program urging Negroes to attend these classes.

6. Educating the Negro as to his responsibility to his job - We have not been content to merely place Negroes in war industries. We have also been trying to impress applicants and employees of the responsibility of their jobs.

7. Upgrading Negroes in Industries - Conferences have been held with employment managers in plants for the purpose of ascertaining whether or not Negro workers are being up-graded in the industry. Excellent cooperation in this respect has been received from Mr. Glen Gardiner, Director of the In-training Program of the War Production Board of the State of New Jersey.

8. Employment at the gate - One of the most serious problems that the Commission has been dealing with is employment at the gate. This problem has been most difficult in those plants where Negroes have never been employed because in most instances, the white employees are first aware of job openings and they convey them to relatives and friends

The personal interviews with employment managers is serving a tw o-fold purpose; namely, securing job openings and obtaining factual and statistical data. Standardized questionnaires have been prepared, mimeographed and sent to the staff for this purpose. This material, when compiled, analyzed and interpreted should give a picture of the employment situation in the plants visited. Because of the large number of war plants in the State to be contacted, we have found it necessary to rea ch employers through correspondence. We have sent out over two (200) hundred occupational questionnaires to employers in order to ascertain their employment policies with reference to Negroes.

6. TRAINING

Since training, in many instances, is inextricably tied up wit h employment in skilled and semi-skilled jobs, facilities for receiving this service have been explored, i.e. Training Within Industry, youth training in the National Youth Administration centers, U.S. Office of Education, and local vocational and technical schools. This important function will be carried on by the staff and educational committees of the citizens committees. We plan to set up information centers in each

area where this type of information can be disseminated. Working relationships have been established with the National Youth Administration and the Director of the Vocational Division of the Department of Education of the State. The youth are being encouraged to enroll for training in the courses offered in the workshops throughout the State of these agencies. Young people as well as adults are being referred for training to the high schools, vocational, technical, and commercial schools. Questionnaires have been sent to sixty (60) of these above mentioned schools.

In contacting employers, possibilities for training within industry and up-grading have been explored.

7. COMPLAINTS

Although investigations are made mostly on our own initiative nevertheless we act upon complaints received from individuals or organizations. So far, the type of complaints received by this office has made it necessary for us to cooperate with other committees working on job discrimination and training. Cases of discrimination have been referred to us by the State of New York Committee on discrimination in employment, citing the Eclipse Aviation Division of Bendix, New Jersey; PM Newspaper, calling our attention to another instance of discrimination by the Sperry Rail Service Division of Sperry Products, Hoboken, N.J.; Breeze Corporation and the Otis Elevator, reported by the New Jersey Urban League. In addition to these complaints, individuals have also complained against various industries. We have investigated all justifiable complaints and in most instances, adjustments have been made.

Cases of discrimination in other fields that have been filed with the office follow: violation of civil rights in Asbury Park; ill treatment of Negro children in the public schools of Verona; discrimina-

tion in training for public health; the health and living conditions of migrant workers in Central and Southern New Jersey; and others. Special mention should be made of several of the above complaints. A brief statement of the Commission's action in each instance is set forth:

Asbury Park discrimination in civil rights - The Commission through its attorney and investigator in Central New Jersey successfully fought and won its first major case which violated the State's Civil Rights Bill. This case concerned itself with the discrimination of Lawrence Gelzer, a Negro soldier, who was refused permission to skate in the Casino Skating Rink located on the boardwalk in Asbury Park. This practice of discrimination was ordered eliminated by Brig. General VanDeusen, Post Commander of that area, after a series of conferences and contact through publicity and correspondence by Attorney Walter Upperman and Lorenzo Harris.

The case attracted the interest of members of both races who enthusiastically expressed the fact that the work of the Commission is highly essential and has definite value as an instrument for making democracy work in these crucial times.

Ill treatment of Negro children in public schools - This complaint was referred by the Federal Council of Churches of Christ in America. Negro Mothers charged that a teacher in the public school of Verona continued to mistreat children under her supervision. The case was investigated and referred to Rev. L.C. Love, a Negro citizen of that Community, for adjustment.

Discrimination in training for public health - The Newark Interracial Council has been attempting, for several years, to secure for Negro women an opportunity for nurses' training in Newark City Hospitals and for Negro male internes and doctors on the staff. This organization

has requested the cooperation of the Commission in their efforts to obtain these objectives. Plans have been made for effective cooperation.

The health and living conditions of migrant workers in Central and Southern New Jersey - At the request of the Grand Jury of Monmouth County, the Commission made a study of the economic and social conditions of Negro migrants and recommended measures to be taken for the alleviation of these conditions.

Discrimmination during Air-raid test in Northern New Jersey -- During an air-raid test and blackout in Northern New Jersey, Negroes were forced to leave the air-raid shelter of Charlie's Grill, a public tavern, located in Little Ferry. Since citizens are expected to seek shelter during an air-raid alarm, by order tof the local Civilian Defense Council, this act was a serious offense and repetition may prove a menace to a large segment of the population of New Jersey. In order that there may not be a repetition of this act, the Commission is recommending a law to the Legislature to prohibit the establishment of any such practices. (Note: This law was passed by both houses of the Legislature on September 28th, 1942.)

Sperry Rail Service discrimination in employment - This case was referred to our office by PM Newspaper. The complaint concerned the refusal of employment to a young man because he was Jewish. An investigation of the Plant's employment policy revealed that Jewish personnel was not employed to work in the field service. The employment manager stated that Jews are employed in the office force and production department. Negroes are not employed in any capacity in the production departments of their plants, but are employed as stewards on the cars in the field service. At the time of our interview, Mr. Edmund Dodge, Employment Manager, stated that as production increased and also the demand for additional workers, semi-skilled and skilled, Negro men and women would be employed. In less than two weeks after

our conference, Negroes were placed in the production of this Plant. (On September 6th, PM Newspaper devoted a full page to this case of discrimination.)

State of New York Committee on discrimination in employment concerning Eclipse Aviation Corporation, Bendix, N. J. - This case was reported to our office by Mr. Andrew C. Doyle, Executive Secretary of the New York Committee on Discrimination in Employment as follows:

"Four graduates of this school in company with their instructor, Thomas Birmingham, went to the aviation plants in question about May 15, 1942. Only one graduate was employed and, Birmingham stated, the employment manager took him aside, berated him for bringing Jews to the plants for employment and in addition told him the plants had a strict quota for Jews, and Italians and Poles, further, that as far Negroes are concerned, no Negro, no matter how well trained or qualified would be employed to do anything beyond cleaning work. B irmingham, when interviewed by our Field Representative, agreed to swear to an affidavit to that effect.

"In this connection, it is interesting to note that the lone Negro graduate of the Pearl River Vocational School, Pearl River, N. Y., a Cornell University man with a B.S. degree, could not be placed in either of these plants whereas they have accepted 789 white graduates.

"This matter is being directed to your attention as the Bendix and Eclipse Company plants are outside the jurisdiction of this Committee."

An investigation was made of this case. Mr. J.J. O'Donnell, Personnel Manager of the Eclipse Aviation Corpora tion, said that the above statement, made by a former employee, was not true and did not represent the Company's employment policy. Since our conference with Mr. O'Donnell, the Negro labor force has been increased, i.e. a Negro chemist.

Fair Employment Pr actice Committee vs. Becton-Dickinson and Okonite Co. - These two Plants were cited by the President's Fair Employment Practice Committee for discriminatory practices and brought up for public hearings in New York City on February 16th and 17th, 1942. The testimony in the transcript of these public hearings indicated that these firms did not intend to employ Negroes. During the months

of August and September, conferences were held with the employment managers of these plants and representatives of the Commission. We explained, carefully, the implications of the law creating this Commission and the Stackhouse Law. Within a few days, these two plants, for the first time, started to employ Negroes in skilled and semi-skilled positions.

Botany and Forstmann Woolen Mills, Passaic, N.J. - Botany and Forstmann, two of the oldest woolen mills in New Jersey, selected, trained, and employed Negroes, as a result of our interviews. Mr. Henry F. Remig, Personnel Manager of Botany, and Mr. Glenn Gardiner, Chairman of the Training Within Industry Division of the War Production Board, and Vice-President of Forstmann, endorsed the following statement to the press:

"We have done everything possible to make their induction pleasant and harmonious. We are more than glad to say that there has been no indication of any lack of cordiality whatsoever upon the part of our white employees."

To this Mr. Gardiner added,

"And we find they're all right; they're good workers."

8. CORRESPONDENCE

The Commission has received much correspondence and many telephone calls from outside agencies concerning the work, some of which follow:

a. Director of the A tlanta School of Social Work, Atlanta, Ga., requesting material concerning approaches to the "Negro in Social Work Today".

b. The Executive Secretaries of the hereinafter mentioned Urban Leagues, requesting that their agencies be placed upon the Commission's mailing list for pamphlets, studies, reports, transcripts of public hearings, etc. (City in which urban league is located) Atlanta, G a., Baltimore, Md., St. Paul, Minn., New York, N.Y., Tampa, Fla., Little

Rock, Ark., Toleda, Ohio, St. Louis, Missouri, Washington, D.C., Springfield, Mass ., Pittsburgh, Penn.

c. Director of Negro Affairs, National Youth Administration, Mrs. Mary McLeod Bethune, commenting, "The information which you ha ve prepared will be of great assista nce in helping to transfer Negro Youth trained in our program to war production industries."

d. The Travelers' Aid Society of Newark, calling our attention to the social and economic problems presented by migrants arriving from the South.

e. The Director of the Bergen County Welfare Board stating that the work of the Commission has already borne fruit in New Jers ey.

f. Sperry Rail Service, stating that after our conference with the employment manager, for the first time Negroes had been placed in production.

g. New Jersey Urban League, informing us that the Otis Elevator Company, a large war industry contacted by the Commission would employ Negro women.

h. The National Association for the Advancement of Colored People requesting that the Commission investigate complaints filed with the National office concerning discriminatory practices in war industries, Perth Amboy, N, J.

i. Federal Council of Churches of Christ in America, Director, Dr. George Haynes, desiring information concerning the state and even nation-wide publicity of the deplorable health and living conditions of Negro migrants in Central and Southern New Jers ey.

j. Mr. Lawrence Oxley, Senior T echnical Representative of the U.S. Employment Service and the War Manpower Committee informing the Commission that certain employers in Ne w Jersey were planning to import Negro labor from Georgia. The Executive Director feels that if such

an importation of Negro labor upon a large scale is made, the Commission should immediately plan, in cooperation with other agencies, a long range program for the assimilation and adjustment of these migrants who are seeking better economic and cultural opportunities in our urban centers. Such a program would have its objectives -- the elimination or reduction of many conflicts and problems of social mal-adjustment which naturally arises due to the transition of many of the migrants from a rural culture to an urban culture.

k. Mr. Andrew C. Doyle, Executive Director of the New Y ork Committee on discrimination referring two cases of discrimination against Jewish applicants for jobs in war industries in New Jersey.

l. President's Fair Employment Practice Committee, Mr.. Lawrence W. Cramer, Executive Director, who commented "This report was read with interest and I believe it will help to encourage the staff of the President's Committee on Fair Employment Practice in its effort to accomplish specific objectives which have been assigned to it." (Mr. Cramer was referring to the Statistical Report of the Commission.)

m. The North Jersey Association of College Women inviting a representative of the Commission to their meeting on Sunday, October 25th for the purpose of presenting the objectives of the Commission and to explain how their committee could cooperate with us in our work.

n. Miss Florence M. Dougherty of the Women's Society of Christian Service of the Centenary Methodist Church also inviting the Commission to outline its program.

This correspondence which indicates the increasing interest in the program we are attempting to build is on file in the Commission office.

9. BUDGET CONFERENCES

On September 28th, the Executive Director learned that all budgets were to be submitted by October 1st, 1942. After inquiring why the Commission

had not received budget forms, it was learned that the Budget Department was not aware of the fact that the work of the Commission was permanent. This misunderstanding was clarified in a conference with Miss Ruth Slane of the State Budget Department. Since the budget was to be submitted within two days, it was necessary for the Director to ask for an extension of time, and to have the date of the Commission's budget hearing deferred. This request was granted. It was also necessary, because of the limited amount of time, to secure the services of an accountant to assist in setting up the budget.

A detailed and comprehensive report of the work is being prepared by the Executive Director to be submitted to each member of the State Budget Committee before the hearing scheduled for November 16, 1942.

11. PUBLICITY

The Commission has received much constructive publicity, some of which is listed below.

a. Picture and feature article in PM Newspaper, 8/30/42, in re. Air-raid Legislation.

b. Pictures and front page article in the Norfolk Journal and Guide and the Pittsburgh Courier, 9/10/42, in re. work of the Commission.

c. Monmouth County News, picture and feature front page articles, 8/12/42 and 9/30/42, in re. Asbury Park Skating Discrimination Case, Migrants, and Air-raid discrimination.

d. Newark Evening News and Newark Star Ledger giving favorable publicity before and after the bi-racial Newark Citizens Committee meeting.

e. Amsterdam News, 8/29/42, article "Jersey Leads In Fight On Jobs Discrimination".

f. Afro-American, 6/13/42, article, "Commission Probes Alleged Job Bias".

g. Newark Sunday Call, Article Concerning the Commission's program, 6/28/42.

h. Passaic Herald News, 9/9/42. article concerning placement of Negroes in war industries. 9/28/42, editorial on discrimination during air-raid.

Releases have been sent to other papers and have appeared in most of them.

12. STAFF MEETINGS

Two staff meetings have been held in the offices of the Commission. The agenda for the first meeting included a discussion of the following: analysis of the objectives and methods and techniques for obtaining objectives, community organization work, accomplishments, intraining courses, business administration, i.e, monthly reports, hours of work, expense vouchers, social legislation as it affects the welfare of minority groups, problems and future plans.

The second staff meeting was devoted mainly to reports of the investigators from Southern, Central and Northern New Jersey.

13. BUSINESS ADMINISTRATION

The business administration has consisted of correspondence, requisitioning supplies, bookkeeping, compiling and mimeographing material, filing, writing reports, interviews and conferences, referrals, etc.

14 ENDORSEMENT

The program of the Commission has been endorsed by representatives of the Finance Department of the State of New Jersey; the Newark Interracial Council; the National Urban League; the Federal Council of Churches of Christ in America; the Modern Beauticians' Association; the Federated Women'sClubs of America; Branches of the National Association for the Advancement of Colored People and the Urban Leagues; and all other agencies mentioned on page 4 of this report.

15. STATE-WIDE ADVISORY COMMITTEE - The following persons prominent in the fields of social, economic, religion, education, and labor have accepted membership on our state-wide bi-racial Advisory Committee; Dr. Walter G. Alexander, Mr. Irving Abramson, Mrs. Eva Batey, Mr. C.M. Cain, Rev. C.C. Currin, Mrs. A.M. Curtis, Mrs. Agnes Durrah, Mr. Nathaniel Finch, Rev. John Hester, Senator Frank Farley, Senator Hayden Proctor,

STATE OF NEW JERSEY
WELFARE COMMISSION ON THE
CONDITION OF THE URBAN COLORED POPULATION

STAFF ACTIVITIES FROM JULY 1 to OCT. 31st, 1942

| | | |
|---|---|---|
| Complaints Pending June 30th | 20 | |
| Complaints received during period | 144 | 164 |
| Disposed of 149 | | |
| By office interview | 58 | |
| By correspondence | 22 | |
| By investigation | 69 | |
| Awaiting further consideration 15 | | |
| Contacts with Plants | | 269 |
| On compla ints | 36 | |
| On Commissions own initiative | 233 | |
| Occupational questionnaire | | 200 |
| Vocational questionnaire | | 60 |
| Contacts with social, civic, religious, fraternal, educational, cultural agencies | | 181 |
| Talks | | 13 |
| Conferences | | 94 |
| In office | 59 | |
| Out office | 35 | |
| Publicity | | 11 |

WELFARE COMMISION

COMPLAINTS BY ALLEGED DISCRIMINATION

| | | |
|---|---|---|
| Alleged discrimination because of race | | 110 |
| Negro | 107 | |
| Jewish | 23 | |
| Alleged discrimination on other grounds | | 34 |
| Aliens | 3 | |
| Employment Application | 3 | |
| Advertisement | 2 | |
| Housing | 3 | |
| Health and Hospitalization | 4 | |
| Air-test | 1 | |
| Civil Rights | 1 | |
| General discrimination | 17 | |
| Total complaints | | 144 |

WELFARE COMMISSION ON THE
CONDITION OF THE URBAN COLORED POPULATION

INVESTIGATION BY CAUSE

| MONTH | TOTAL NUMBER | NUMBER OF COMPLAINTS OF JOB APPLICANTS | NUMBER OF COMPLAINTS OF DISMISSED EMPLOYEES | NUMBER OF INVESTIGATIONS BASED ON COMMISSION INITIATIVE | NUMBER OF MISCELLANEOUS SOURCE OF COMPLAINTS |
|---|---|---|---|---|---|
| JULY | 41 | 18 | 1 | 16 | 6 |
| AUGUST | 58 | 26 | 0 | 27 | 5 |
| SEPTEMBER | 44 | 17 | 1 | 18 | 8 |
| OCTOBER | 21 | 7 | 0 | 9 | 5 |
| TOTAL | 164 | 68 | 2 | 70 | 24 |
| PERCENT | 100.00 | 41.50 | 1.19 | 42.68 | 14.63 |

Included in miscellaneous complaints were complaints of:
Urban League 6 PM Newspaper 1 N.Y. Commission 6 Federal Council of Churches 3
National Union Radio 1 N.A.A.C.P. 5 Afro-American 2 ----Total 24

WELFARE COMMISSION

INVESTIGATIONS MADE BY NEGRO STATUS

| MONTH | NUMBER OF ESTABLISHMENTS VISITED | NEGRO STATUS IN ESTABLISHMENT VISITED | | TOTAL EMPLOYES IN PLANTS | TOTAL NEGROES |
|---|---|---|---|---|---|
| | | NO NEGROES | SOME NEGROES | | |
| JULY | 16 | 10 | 6 | 27,900 | 234 |
| AUGUST | 10 | 3 | 7 | 11,845 | 94 |
| SEPTEMBER | 46 | 24 | 22 | 39,480 | 574 |
| OCTOBER | 19 | 5 | 8 | 6,633 | 325 |
| TOTALS | 91 | 31 | 41 | 85,858 | 1,227 |
| PERCENT | 100.00 | 34.06 | 65.94 | | |

FIGURES DO NOT INCLUDE RE-CONTACTS

INFORMATION NOT AVAILABLE 6

WELFARE COMMISSION ON THE
CONDITION OF THE URBAN COLORED POPULATION

INVESTIGATION BY TYPE OF ESTABLISHMENT FOR PERIOD

| MONTH | NUMBER VISITED | NUMBER OF PLANTS ENGAGED IN WAR WORK | NUMBER OF DEFENSE SCHOOLS | NUMBER OF EMPLOYMENT AGENCIES | MISCELLANEOUS |
|---|---|---|---|---|---|
| JULY | 16 | 16 | 0 | 0 | 0 |
| AUGUST | 10 | 10 | 0 | 0 | 0 |
| SEPTEMBER | 46 | 37 | 1 | 4 | 4 |
| OCTOBER | 19 | 16 | 0 | 2 | 1 |
| TOTALS | 91 | 79 | 1 | 6 | 5 |
| PERCENT | 100.00 | 86.81 | 1.11 | 6.59 | 5.49 |

WELFARE COMMISSION

INVESTIGATION BY TYPE OF INDUSTRY AND STATUS OF NEGRO THEREIN

| INDUSTRY | NUMBER OF EMPLOYEES | TOTAL NUMBER OF NEGROES | PERCENTAGE OF NEGROES EMPLOYED |
|---|---|---|---|
| PARACHUTES | 75 | 1 | 1,33 |
| ELECTRICAL EQUIP. | 1500 | -- | -- |
| AIRPLANE PARTS | 34300 | 344 | 10.03 |
| TELEGRAPH SERVICE | 1800 | 25 | 1.35 |
| SURGICAL EQUIP. | 1000 | 2 | 0,20 |
| METAL & MACHINERY | 7535 | 8 | 0.11 |
| DYES, POWDER, LEAD | 8004 | 12 | 0.15 |
| FINISHED FABRICS | 12295 | 104 | 0.85 |
| RADIO EQUIP. | 2200 | 119 | 5.41 |
| GAS MASKS | 4000 | -- | -- |
| FIRE EXTINGUISHERS | 6000 | 200 | 3.33 |
| GLASS | 2065 | 121 | 5.86 |
| TOBACCO | 900 | 40 | 4.44 |
| SHIPBUILDING & REPAIR | 1239 | 1 | 0.08 |
| OIL PRODUCTS | 1858 | 182 | 9.79 |
| MISCELLANEOUS | 1007 | 68 | 6.75 |
| | 85858 | 1227 | 1.43 |

JOB ANALYSIS
FOR
THE EXECUTIVE DIRECTOR
OF THE
STATE OF NEW JERSEY NEGRO WELFARE COMMISSION

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I. Responsibilities

A. Direct the work of the Commission and administer the program.

1. Contact and interview employers, representatives of state county, and municipal public institutions and agencies, concerning discrimination and policies of segregation.

2. Make surveys in the field of employment, health, housing, education, recreation, delinquency and crime and civil rights.

3. Supervise and provide for training of workers .

4. Esta blish community relationship and organize community.

5. Supervise business administration.

6. Arrange for publicity

7. Make monthly reports to the Commission on progress of the work.

II. Duties

A. To accomplish the following:

1. Discuss the meaning of the laws, the objectives of the Commission a nd the desirability of the Commission to assistt in integrating Negroes into the industries.

2. Fill out sta ndard questionnaire at time of the interview.

3. Secure a definite sta tement from person interviewed as to when Negroes will be employed or when the number already employed will be increased.

4. Follow up interview either by letter or personal interview in order to ascertain success of contact.

B. Collect, compile, analyze, and interpret material on problems in the fields of employment, health, housing, recreation, crime, and delinquency and civil rights, and to publicize findings.

C. Supervise workers and their training, receiving reports from workers, conferring with them concerning their work, assisting in planning and carrying out the program in their area. Planning intraining courses to consist of the following: outline of course of study, reference material, secure speakers, and serve as discussion leader; to conduct staff meetings as a part of supervision and training.

D. Establish community relationship through contact with directors of agencies, institutions, organizations, committees and individuals functioning in the economic, social and cultural fields throughout the state. Organize the State by welding the interest of the local urban citizens committees and state-wide advisory committee into a program for obtaining the objectives of the Commission.

E. To see to it that financial, statistical and factual records are accurately submitted a nd filed.

F. To assist in planning budget, requisitions for supplies, handle correspondence and interview individuals who call for information or to make complaints, attend to conferences, etc.

G. For the purpose of publicity, analyze, compile and write material to be released for publicity. Give interviews for press.

H. Monthly report to the Commission on the program of the work according to the following outline:

1. statistics

2. achievements

3. problems

4. future plans

JOB ANALYSIS
f o
SENIOR INVESTIGATORS AND INVESTIGATORS
of the
STATE OF NEW JERSEY NEGRO WELFARE COMMISSION

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I. Responsibilities

A. Investigate in area assigned, practices of discrimination and segregation as they affect Negroes in the fields of employment, health, housing, education, recreation, crime and delinquency and civil rights.

B. Organize the area according to the plan set up by the Commission for each community.

C. Keep accurate reports on all investigations and conditions as they are found to exist in a particular area.

D. Compile material on local conditions for publicity and public hearings.

E. Attend monthly staff meetings and intraining courses.

II. Duties

A. In the process of investigating practices of discrimination and policies of segregation in industrial plants, the following duties are outlined.

1. Mail to employment managers, a form letter drawn up by the Commission, also copies of the Hargrrave and Stackhouse Laws and the President's Executive Order 8802.

2. Visit, by appointment, the employment managers or other official responsible for employment policies and attempt to accomplish the following:

a. Discuss the meaning of the laws; the objectives of the Commission; the desirability of the Commission to assist in intergrating Negroes into the Industry.

b. Fill out standard questionnaire at time of the interview.

c. Secure a definite statement from person interviewed as to when Negroes will be employed or when the number already employed will be increased.

d. Follow up interview either by letter or personal interview in order to ascertain success of contact.

B. In reference to investigations in the fields of health, housing, crime and delinquency, recreation, and civil rights; investigators will act upon their own knowledge of complaints made by individuals, sub-committees of citizens committees of the Commission in their area, referrals from central office of the Commission as a result of communications, conferences with heads of institutions, agencies, and State, County, and Municipal officials.

C. In connection with the work in Community organization, it is the duty of the investigator to --

1. Secure and compile information concerning the structure and function of existing social, cultural, religious, fraternal, recreational, health, educational and industrial institutions and agencies in their local area.

2. Organize a bi-racial citizens committee in each urban center of the area.

3. Plan and execute an educational program through meetings, talks, conferences and publicity.

D. File with the office, weekly standardized questionnaire of the Commission and any pertinent information concerning plants visited. Also, make monthly report using the following outline:

1. Statistics

2. Accomplishments

3. Problems

4. Future Plans

E. Compile and send in material suitable for publicity to be released by office of the Commission.

F. Attend staff meetings and intraining courses. In staff meetings, investigators will make oral reports, participate in discussions of general problems and offer constructive suggestion concerning the program, read and report on reference material of selected topics.

III. Salaries -- Indicated in report on Commission work

IV. Hours of work -- Employees are expected to work 40 hours a week as a minimum.

V. Allowance for expenses -- See pamphlet issued by State of New Jersey re: expenses

VI. Status of workers -- non-civil service

ASSEMBLY, No. 184
STATE OF NEW JERSEY

Introduced February 17, 1941 by Mr. Hargrave
Referred to Committee on Appropriations

AN ACT creating a commission to examine, enforce and recommend measures to improve the economic, cultural, health and living conditions of the urban colored population of the State and making an appropriation therefor.

BE IT ENACTED by the Senate and General Assembly of the State of New Jersey:

1. There is hereby created a commission, to examine, report upon and formulate measures to improve the economic, cultural, health and living conditions of the urban colored population of this State in order to secure to the urban colored population equal opportunity with the general population thereof for self-support and the economic and cultural development to the extent, if any, that such opportunity does not now exist.

2. The commission shall consist of three members, one to be named by the governor for a term of five years, one to be named by the President of the Senate for a term of four years, and one to be named by the Speaker of the House of Assembly for a term of three years. Vacancies occurring for any cause shall be filled for the unexpired term only and the members of the commission shall hold office until their successors have been selected as in this act provided.

3. Such commission shall select a chairman and a vice-chairman from its own members and may employ counsel and such other assistants as may be needed and may fix their compensation within the amounts made available by appropriation therefor. Such commission may meet anywhere in the State, may take testimony, subpoena witnesses and require the production of books, records and papers and otherwise have all the powers of a legislative committee under the legislative law.

4. The members of such commission shall receive no compensation for their services, but shall be entitled to their necessary traveling and hotel expenses incurred in the performance of their duties.

5. The sum of sixteen thousand dollars ($16,000.00), or so much thereof as may be needed, is hereby appropriated from any money in the treasury, not otherwise appropriated, payable on the certificate of the chairman of such commission on the warrant and audit of the comptroller.

6. This act shall take effect immediately.

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STATEMENT

The purpose of this act is stated in its title.

ASSEMBLY, NO. 1942
STATE OF NEW JERSEY

INTRODUCED MARCH 9, 1942 - By Mr. Stackhouse
Referred to Committee on Labor and Industries

AN ACT prohibiting the discrimination by industries engaged in defense work in the employment of persons therein.

WHEREAS, During the present state of war it is essential to the interest and welfare of the people of the State of New Jersey that the utmost effort be expended in order to create the necessary war materials to carry said war to a successful conclusion; therefore,

BE IT ENACTED by the Senate and General Assembly of the State of New Jersey:

It is declared to be the public policy of the State of New Jersey that it opposes discrimination in the engagement of persons employed on defense contracts or public works, by reason of race, color or creed.

1. It shall be unlawful for any employer engaged to any extent whatsoever in the production, manufacture or distribution of military or naval material, equipment or supplies for the State of New Jersey, or for the Federal government, or for any subsidiary or agency of either the State or Federal government, or who is engaged on any defense contract whatsoever, to refuse to employ any person in any capacity on account of the race, color or creed of such person.

2. Any employer or person who

(1) Excludes a citizen by reason of race, color or creed, or previous condition of servitude, from any public employment, or employment in any capacity, in industries engaged on defense contracts,

(2) Denies, or aids or incites another to deny, to any person, because of race, color or creed, public employment or employment in any capacity, in industries engaged on defense contracts,

shall be guilty of a misdemeanor and punishable by a fine of not less than one hundred dollars ($100.00), nor more than five hundred dollars ($500.00), or imprisonment for not more than six months, or both.

3. (a) "Employer" includes any individual, partnership, association, corporation, business trust, legal representative or any organized group of persons acting directly or indirectly in the interest of an employer in its relations to employees.

(b) "Industry" refers to any trade, business, industry or branch thereof, or group of industries, in which individuals are employed.

4. This act shall take effect immediately.

EXECUTIVE ORDER NO. 8802

Issued June 25, 1941

Reaffirming policy of full participation of the Defense Program by all persons, regardless of race, creed, color or national origin, and directing certain action in furtherance of said policy.

Whereas it is the policy of the United States to encourage full participation in the national defense program by all citizens of the United States, regardless of race, creed, color, or national origin, in the firm belief that the democratic way of life within the nation can be defended successfully only with the help and support of all groups within its borders; and

Whereas there is evidence that available and needed workers have been barred from employment in industries engaged in defense production solely because of considerations of race, creed, color, or national origin, to the detriment of workers' morale and of national unity;

Now, therefore, by virtue of the authority vested in me by the Constitution and the statutes, and as a prerequisite to the successful conduct of our national defense production effort, I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color, or national origin, and I do hereby declare that it is the duty of employers and of labor organizations, in furtherance of said policy and of this order, to provide for the full and equitable participation of all workers in defense industries, without discrimination because of race, creed, color, or national origin;

And it is hereby ordered as follows:

1. All departments and agencies of the Government of the United States concerned with vocational and training programs for defense production shall take special measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin;

2. All contracting agencies of the Government of the United States shall include in all defense contracts hereafter negotiated by them a provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin;

3. There is established in the Office of Production Management a Committee on Fair Employment Practice, which shall consist of a chairman and four other members to be appointed by the President.

The chairman and members of the committee shall serve as such without compensation but shall be entitled to actual and necessary transportation, subsistence and other expenses incidental to performance of their duties.

The committee shall receive and investigate complaints of discrimination in violation of the provisions of this order and shall take appropriate steps to redress grievances which it finds to be valid.

The committee shall also recommend to the several departments and agencies of the Government of the United States and to the President all measures which may be deemed by it necessary or proper to effectuate the provisions of this order.

FRANKLIN D. ROOSEVELT

(Issued by the Negro Welfare Commission
1060 Broad St., Newark, N. J., Room 228)