

BIENNIAL REPORT

JAN 20 1954

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JULY 1, 1949 TO JUNE 30, 1951

OF THE

STATE OF NEW JERSEY

DEPARTMENT OF EDUCATION

DIVISION AGAINST DISCRIMINATION

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"THE LEGISLATURE
FINDS AND DECLARES THAT
PRACTICES OF DISCRIMINATION
AGAINST ANY OF ITS INHABIT-
ANTS, BECAUSE OF RACE,
CREED, COLOR, NATION-
AL ORIGIN OR ANCESTRY,
ARE A MATTER OF CONCERN
TO THE GOVERNMENT OF
THE STATE, AND THAT
SUCH DISCRIMINATION
THREATENS NOT ONLY THE
RIGHTS AND PROPER PRIVILEGES
OF THE INHABITANTS OF THE STATE
BUT MENACES THE INSTITUTIONS AND
FOUNDATION OF A FREE DEMOCRAT-
IC STATE."
SEC. 3, NEW JERSEY LAW
AGAINST DISCRIMI-
NATION.

[REDACTED]

State of New Jersey
Department of Education
Division Against Discrimination
1060 Broad Street
Newark 2

This report is submitted to -

The Honorable Alfred E. Driscoll
Governor of New Jersey

and

Members of the Legislature

- - -

State Commission on Civil Rights

Robert W. Van Houten, Chairman

Herbert H. Tate, Vice-Chairman

Joseph S. Bicking

Meyer Pesin

Jack Stern

J. Margaret Warner

Stephen W. Waterbury

Administrative Officers

John H. Bosshart
Commissioner of Education

Joseph L. Bustard
Assistant Commissioner of Education
Director, Division Against Discrimination

BIENNIAL REPORT OF ACTIVITIES
of the
DIVISION AGAINST DISCRIMINATION

July 1, 1949 - June 30, 1951

I. THE ADVANCE IN BETTER HUMAN RELATIONS

Citizens of New Jersey may look with pride on what has happened in the last six years in the field of better human relations. New Jersey, along with New York, became a pioneer in the field of Fair Employment Practice legislation on July 1, 1945. Six years later the record shows that in addition to these two pioneers, nine other states, for a total of eleven, have passed some type of legislation aimed at the elimination of discrimination in employment based on race, creed, color, national origin or ancestry; the latest being the State of Colorado which passed its law during the spring of 1951. The other states having legislation are as follows: Connecticut, Indiana, Massachusetts, New Mexico, Oregon, Rhode Island, Washington and Wisconsin.

In addition to the states mentioned above, a total of twenty-two cities throughout the United States have passed ordinances of one kind or another, also aimed at eliminating the same type of discrimination. These cities are as follows: Akron, Campbell, Cincinnati, Cleveland, Hubbard, Lowellville, Niles, Steubenville, Struthers, Warren and Youngstown in the State of Ohio; Farrell, Monessen, Philadelphia and Sharon in the State of Pennsylvania; also Chicago, Illinois; Gary, Indiana; Milwaukee, Wisconsin; Minneapolis, Minnesota; Phoenix, Arizona; Richmond, California; and Sioux City, Iowa. It is true that in a few states and cities the laws and

ordinances might be termed merely strong declarations of policy. In the large majority, however, the laws are comprehensive and call not only for the establishment of enforcement agencies but also provide penalties for violations.

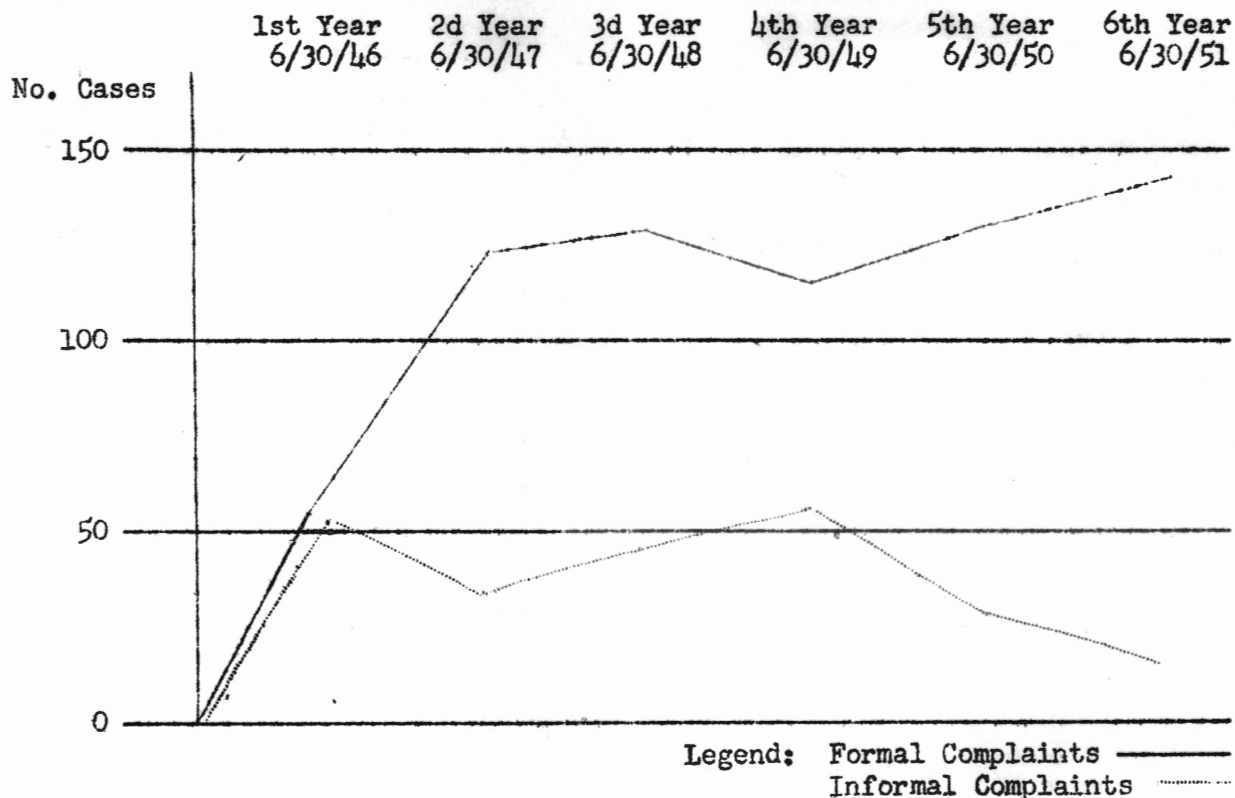
The census figures for 1950 show that a total of approximately fifty million people are living in the cities and states mentioned. This great movement is not only having a marked effect on policies and practices in the areas concerned but is bound to have a carry-over value in adjacent states and cities. There is no doubt in the minds of people who have been working in the field of human relations that as more and more people live in situations where prejudices must be examined, the fair-mindedness of the majority of Americans will prevail. There are always some opponents to any movement designed for social betterment. Therefore, it is important to keep in mind that all progress must be constantly safeguarded.

II. SUMMARY OF COMPLAINT EXPERIENCES FOR THE BIENNIAL PERIOD

Employment

The fiscal year 1950-51 saw a slight increase in the number of formal complaints charging unfair employment practices (Chapter 169, P.L. 1945) taken in during any one year since its inception. The total number of formal complaints involved was 140, as compared with 130 received in 1949-50, and 127 in 1947-48, the next highest year's total. This should not be interpreted to mean an increase in discriminatory employment practices but could be indicative of a greater awareness of the provisions of the law by those concerned. The chart following shows the trends in formal and informal employment complaints received during the Division's existence.

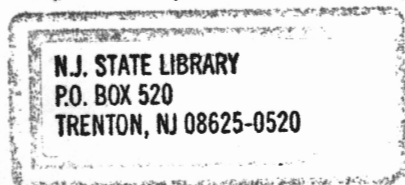
Trend of Formal and Informal Employment Complaints



For the biennial period, the Division staff processed a total of 270 formal and 51 informal employment complaints. The former group represents those complaints which were received in affidavit form and which could be carried into public hearing, should circumstances require. The informal complaints are those which seem to present possibilities for remedying situations for which sworn complaints have not or cannot be made available. In some cases, the question of jurisdiction is also involved.

Of the 270 formal complaints received, 77.4% charged employers with pursuing unlawful hiring practices; 12.5% charged discriminatory dismissal from jobs; while 3.7% complained against the practices of labor union organizations.

During the same period, 311 formal complaints were disposed of as required by the statutes, all such dispositions having been accomplished on



the level of conference, conciliation and persuasion, and without recourse to public hearing or other forms of legal compulsion. One hundred twenty-seven or 40.8% of all cases were adjusted satisfactorily. One hundred forty-seven or 47.2% were found to have had no probable cause for action as far as the individual filing the complaint was concerned. It should be noted, however, that in a substantial number of these cases discriminatory hiring practices were discovered and as a result were corrected. The remainder of 6.4% and 5.6% were dismissed as withdrawn or as being beyond the Division's jurisdiction, respectively.

Public Accommodations

This report provides the first presentation of statistics dealing with the processing of complaints registered under the provisions of the Freeman Civil Rights Law (Chapter 11, P.L. 1949), which gave to the Division Against Discrimination the responsibility of implementing an act originally passed in 1884. The purpose behind both the early and the most recent legislative acts, was to protect all citizens in their right to utilize the facilities and services of all places of public accommodation, without discrimination because of race, color, creed, national origin or ancestry.

On June 30, 1951, the Division had experienced two years and three months of the processing of complaints registered under this Act. A total of 108 complaints have been filed; 62.9% complaining against discrimination in restaurants, taverns and similar places; 16.6% charging refusal of accommodations in hotels, public carriers, etc.; 15.7% reporting denial of privileges as afforded in recreational areas of one type or another, and the remaining 6.3% citing various types of training institutions as engaging in discriminatory practices.

It should be said in passing that no complaints have been filed with the Division charging New Jersey colleges with operating quota systems nor have there been complaints alleging the continuance of the practice of racial segregation in public schools. In the light of national discussion of and interest in these two important issues, as well as New Jersey's recent history, this experience would suggest that remarkably intelligent progress has been made in state educational circles without recourse to any external pressures or forms of compulsion.

Below are given tables providing case statistics summaries for both types of formal complaints:

Table I. Formal Complaints Received and Disposed of by Type of Complaint

<u>Formal Complaints:</u>	<u>Employment</u>	<u>Public Accommodations</u>	<u>Total</u>
Received 1949-50	130	56	186
" 1950-51	140	52	192
Total	<u>270</u>	<u>108</u>	<u>378</u>
Closed 1949-50	137	44	181
" " 1950-51	174	55	229
Total	<u>311</u>	<u>99</u>	<u>410</u>

Table II. Analysis of Formal Complaints Received

<u>Employment</u>	<u>1949-50</u>	<u>1950-51</u>	<u>Total</u>	<u>% of Total</u>
Hiring Practice	100	109	209	77.4
Dismissal	14	20	34	12.5
Upgrading	1	3	4	1.5
Working Conditions	5	5	10	3.7
Union Privileges	8	2	10	3.7
Other	2	1	3	1.2
Total	<u>130</u>	<u>140</u>	<u>270</u>	<u>100.0%</u>

Public Accommodations

Services (Restaurants, taverns, etc.)	33	35	68	62.9
Recreation	11	6	17	15.7
Institutions	3	2	5	4.8
Accommodations (Hotels, transportation)	9	9	18	16.6
Total	<u>56</u>	<u>52</u>	<u>108</u>	<u>100.0%</u>
Formal Complaint - Total	186	192	378	

Table III. Analysis of Formal Complaints Closed Including Employment and Public Accommodations

	<u>1949-50</u>	<u>1950-51</u>	<u>Total</u>	<u>% of Total</u>
Adjusted	94	117	211	51.4
Dismissed, no cause	59	96	155	37.8
Withdrawn	13	13	26	6.3
No Jurisdiction	15	3	18	4.5
Total	<u>181</u>	<u>229</u>	<u>410</u>	<u>100.0%</u>

Table IV. Classification of Formal Complaints by Cause

	<u>Four Years</u>	<u>1949-50</u>	<u>1950-51</u>	<u>Total</u>
Race or Color	423	175	181	779
Creed or Religion	16	10	10	36
National Origin	2	1	1	4
Total	<u>441</u>	<u>186</u>	<u>192</u>	<u>819</u>

Table V. Summary of Six Years' Experience - All Complaints Received

	<u>1945-46</u>	<u>1946-47</u>	<u>1947-48</u>	<u>1948-49</u>	<u>1949-50</u>	<u>1950-51</u>	<u>Total</u>
<u>Employment</u>							
Formal	56	123	127	117	130	140	693
Informal	51	38	47	59	31	20	<u>246</u>
Total							939
<u>Public Accommodations</u>							
Formal	*(131 "Misc." Complaints)			18	56	52	126
Informal	(Reported prior to adoption of Ch. 11, P.L. 1949)			8	27	17	<u>52</u>
							178
							<u>*131</u>
Total							309
Grand Total - All complaints received							1,248
Special Investigations							<u>62</u>
							1,310

The above experience in New Jersey, as far as discrimination because of color is concerned, is similar to that of agencies in other states and cities. Unfortunately, discrimination because of color still remains the chief cause of complaint.

Social habits growing out of our racial traditions seem to make certain areas of compliance work more difficult. This seems to apply in areas of recreation and, particularly, swimming pools. A surprising number of owners and operators of these establishments do not seem to understand the great progress that has been made in this field in the past few years. In fact, the only public hearing held in the State, to date, involved a swimming pool. In New Jersey today we have many outstanding examples of integrated swimming being carried on without friction of any type in pools situated in public schools, organization buildings and those managed by city and county recreational commissions. A number of well-known privately operated pools are also following a policy of non-discrimination because of color and at the same time continuing to make money. Some of the owners of privately owned, profit-making and publicly patronized places of business are resorting to various forms of subterfuge in what appears to be an effort to evade the spirit of the Freeman Amendments.

III. THE CREATION OF MUNICIPAL COMMISSIONS ON CIVIL RIGHTS IN NEW JERSEY

When the New Jersey Legislature passed the Freeman Amendments to the New Jersey Anti-Discrimination Law in the spring of 1949, it also established a new method for chief executives of New Jersey municipalities to use in dealing with local problems in the field of civil rights.

The 1945 law, before it was amended, provided for the appointment of regional councils of representative citizens to deal with problems of discrimination based on race, creed, color, national origin or ancestry at the good will level. Eight of these regional councils, in various parts of the State, existed for a number of years and worked in conjunction with the State Division Against Discrimination. This, naturally, meant that there

was a certain amount of direct State control over the programs and policies of these regional council groups.

One of the Freeman Amendments eliminated this method of handling problems of discrimination at the good will level and substituted for it a new procedure. This procedure permits mayors or chief executive officers of municipalities in the State to appoint local commissions on civil rights. Such local commissions should be composed of representative citizens serving without pay and should attempt to foster through community effort or otherwise, good will, cooperation and conciliation among the groups and elements of the inhabitants of the community. These local commissions may also be empowered by the local governing bodies to make recommendations to them for the development of policies and procedures that will aid in eliminating all types of discrimination based on race, creed, color, national origin or ancestry. While the Legislature also provided that the State Commission on Civil Rights might make provisions for technical and clerical assistance to municipal officials to aid them in organizing such commissions, it was clearly the intent of the Legislature to have these commissions, if appointed, serve as an instrument of and be responsible to local government officials.

Since the passage of the Law, and as of June 30, 1951, municipal commissions on civil rights have been appointed in the following thirty-three municipalities in the State of New Jersey: Bayonne, Bridgeton, Camden, East Orange, Edgewater, Freehold, Harrison, Highland Park, Jersey City, Kearny, Lakewood, Lodi, Lower Pennsneck, Montclair, Moorestown, Morris Plains, Morristown, Mount Holly, Newark, North Bergen, Orange, Passaic, Paterson, Paulsboro, Penns Grove, Perth Amboy, Plainfield, Somerville, Trenton, Upper Pennsneck, Weehawken, West New York and Woodstown.

In interpreting the Law, the Division and the State Commission on Civil Rights have given considerable thought to the field of work that

might be engaged in by municipal commissions on civil rights. It was clearly not the intent of the Legislature to create municipal agencies to handle specific formal complaints alleging discrimination in employment or in places of public accommodation. The Law clearly states that these responsibilities belong upon the shoulders of the Division Against Discrimination. The State Commission on Civil Rights, therefore, adopted as State policy the following declaration of principles regarding the handling of specific complaints:

"All specific complaints, involving an aggrieved person, arising from discrimination in the field of employment or in places of public accommodation, should be referred to the Division Against Discrimination, State Department of Education, 1060 Broad Street, Newark, New Jersey (P.L. 1945, Chapter 169, and P.L. 1949, Chapter 11).

"It must be kept in mind that when John Doe, citizen, is seeking relief as a person from an alleged act of discrimination, he has a right to expect that his complaint can and will be carried through to completion. There is an essential distinction in the Law between the functions of the State Division Against Discrimination and local commissions on civil rights. Perhaps this distinction can be best pointed out by saying that not even the State Commission on Civil Rights has the power to dispose of a specific complaint in which a person seeks the remedy afforded by the Law and which only the State Commissioner of Education or his assistant can give.

"The State Commissioner of Education is given specific power in connection with a person's complaint alleging a discriminatory act for which the Law itself provides both the action and the remedy. Observance of the Commissioner's determination may be enforced by proceedings in the county court to compel the specific performance of his order or of the duties

imposed by law upon the respondent. The Commissioner's final order may be appealed to the county court and the order or judgment of the county court is subject to appeal, either by the Commissioner or any party, as in other causes in such courts. Moreover, willful resistance to or interference with the Commissioner or any representative of the Division in the performance of duty, or willful violation of the Commissioner's order, is made a misdemeanor.

"The processing of any 'complaint', therefore, arising out of the personal experience of an individual or individuals with a specific act of discrimination is the legal responsibility of the Division Against Discrimination. The very fact that the administration of the Law Against Discrimination was placed in the State Department of Education, is a weighty consideration in the ascertainment of the functions of local civil rights commissions. These commissions are named in Section 9 (e), as amended in 1949. It is there stated that the local commissions are to be appointed to aid in effectuating the purposes of the Act, and that they shall attempt to foster, through community effort or otherwise, good will, cooperation and conciliation among the groups and elements of the inhabitants of the community, and that they may be empowered by local governing bodies to make recommendations to them (the local governing bodies) for the development of policies and procedures in general and for programs of formal and informal education that will aid in eliminating all types of discrimination, based on race, creed, color, national origin or ancestry.

"The functions of the local commissions on civil rights clearly relate then, to the elimination of discrimination by the fostering of good will through education, and not through that avenue of litigation provided for in the Act by the filing of what the Act, itself, calls a complaint."

The staff of the Division, however, has within physical limitations attempted to make some contribution in this new field of human endeavor. Two State-wide conferences have been held to which all members of municipal commissions were invited. Following the second State-wide conference, arrangements were made for two problem clinics; one to be held in the northern and one in the southern section of the State. These clinics were held during the spring of 1951. The conferences and clinics have brought out the fact that these bodies of citizens are operating in a pioneer field with very little in the way of precedent or experience to depend upon. This means that a great deal of "trial and error" has entered into the methods used by them to date. There are evidences throughout the State that in some communities constructive programs have been accomplished. These constructive programs at the present time might be divided into four general classifications:

1. The stimulation of community awareness to problems of discrimination by active participation in Brotherhood Week meetings, community programs, film forums and other broad educational affairs.

2. In some communities successful meetings have been held with representatives of other government agencies, such as schools, libraries, police, recreation and health departments, to discuss local problems and policies with the idea in mind of improving better human relations. The net result of most of these discussions has also been that government officials and employees have left the meetings with a more sympathetic understanding toward the problems that at times trouble members of minority groups.

3. A few commissions have also arranged conferences with local civic organizations and community agencies, such as hospitals, service and welfare groups. In addition, groups interested in improving better human

relations in the community have been invited to send representatives to meetings of municipal commissions to present before those bodies any problems that they think might exist in the community that should be studied and improved.

4. Another project that bears promise of making a constructive contribution in the field of civil rights, has been attempted by a few commissions. In these instances, the local commission has assumed the responsibility of informing employers and proprietors of places of public accommodation as to some of the features of the Law. At the same time, as a local organization, the commission has requested cooperation with respect to the intent of the Law.

IV. CONTINUED PROGRESS IN MANY AREAS

Segregated Schools

When the people of New Jersey adopted a new State Constitution in November 1947, it contained a clause that made it unconstitutional for any person to "be segregated in the militia or in the public schools, because of religious principles, race, color, ancestry or national origin". Cynics at the time remarked that while this clause was an excellent statement of principle, any segregation involved could not and would not be eliminated for at least a generation.

Members of the staff of the Division Against Discrimination in the spring of 1948 made a survey of fifty-two school districts reportedly having segregated conditions of one form or another. It was found that in nine of the districts studied all-colored schools existed as the result of geographical conditions. In forty-three districts, distinct and clear-cut patterns of segregation were found. These districts ranged in size from rural areas having a single segregated one-room school to some very large cities with

many schools involved. Some of the areas might be termed wealthy school districts while others would certainly be classified as very poor.

The school year of 1950-51 saw the complete elimination of segregation in thirty-nine of the forty-three school districts involved. In the other four districts, steps have been taken and building proposals are under way which, if approved by the people, will clear up the entire picture.

A most significant factor in this transition is that it has been done with a minimum of friction and a maximum of good will.

Another important factor has been the success with which colored teachers, who formerly taught classes consisting of all colored children, have been employed to teach classes of mixed races. While many individual examples could be cited, one in particular bears mentioning. The one in question contained the only junior high school operated on a segregated basis. This junior high school was a fairly large institution and naturally existed in a good sized city. Today, the student body of this school is approximately one-third Negro and two-thirds white. The teachers who formerly were teaching all-Negro junior high school classes have been completely integrated into the new setup and include teachers of all regular and special subjects. The morale of both the student body and faculty is excellent.

National Guard

Prior to 1948, New Jersey as well as all other states that had colored troops serving in National Guard units followed a segregated pattern. The stand taken by Governor Alfred E. Driscoll based on the provision of the new State Constitution is well known. As a result of the Governor's position, the Army recognized New Jersey's claim of "states' rights" in the matter and gave its permission for New Jersey officials to begin to develop a non-segregated organization. At the time, officials of the Division were happy

to serve in an advisory capacity.

What is not as well known is the over-all result of New Jersey's leadership in this field. Nationally, many other states that desired to end segregation in the National Guard consulted New Jersey officials. While these states did not adopt new constitutions, they did introduce legislation in state legislatures aimed at the same purpose. The net result is that several additional states with Army blessing are today following the New Jersey example.

In New Jersey, during the spring of 1951, there were twenty-seven units of the National Guard that formerly were all-white and now have colored troops enrolled in them. In addition, two units that formerly were composed of all-colored citizens now have several white citizens enrolled. There are units in existence that were all-colored before 1948. No attempt has been made to break these up by a mandate from superior officers but each and every member understands that he is free to apply to join any unit of the Guard and no longer will be barred because of the color of his skin.

Insurance

Complaints alleging discrimination in insurance rates because of color have been made from time to time to the Division. While the Division has no direct power regarding complaints of this kind, it does have a responsibility as set forth in section 6 of the Law - "and to take other actions against discrimination because of race, creed, color, national origin or ancestry as herein provided; and the division created hereunder is given general jurisdiction and authority for such purposes."

Two types of insurance have been the subject of these complaints; life and automobile liability insurance. The practice of a major life insurance company in maintaining a differential in premiums in life insurance for

Negroes was discussed with Warren N. Gaffney, State Commissioner of Banking and Insurance. Commissioner Gaffney, in turn, held a conference with the policy-making officials of the company. As a result of this action, the company has agreed to underwrite all applications for insurance on Negro lives on the same standards as applied to white lives without making any differentials because of color in the rate of premiums charged or in any other way. The company also agreed that the methods of applications and payments of commissions would be the same as applied to white lives. The action of this company and the data that will be collected should, in the future, make a contribution to the entire life insurance field on a national basis.

In certain sections of the State, Negroes have alleged that discrimination because of color is practiced by some companies writing automobile liability insurance. Some companies, it is claimed, refuse to accept Negro risks at all; while others, it is charged, write policies for Negroes at a much higher rate of premium. Again the State Commissioner of Banking and Insurance has been most cooperative. Certain information pertaining to automobile liability insurance, collected by a representative of the Division, has been turned over to his department. It is the understanding of the Division that if differentials in rates or refusals to write, based on color, are discovered, these practices will be corrected at once.

Hospital Practices

The last report of the Division contains a summary of a survey of eighty-five general hospitals in New Jersey. The survey covered the treatment of patients and the area of technical and professional employment. The survey showed that great progress had been made in New Jersey hospitals between 1940 and 1949. Despite this progress, however, there were still a

number of these hospitals in areas where minority group workers were available who had failed to utilize the services of such workers. Following the survey, representatives of the Division met with hospital officials in many sections of the State to discuss this problem. The results of these conferences were most encouraging. An example can be given in the case of Negro doctors: In practically every area of the State where Negro doctors live and practice, they will be found either as staff members or enjoying courtesy privileges that were previously denied.

Public Libraries

The New Jersey Library Association, as a result of working with representatives of the Division, has a Committee on Human Relations. A joint project conducted by the Division and this committee resulted in a study that involved forty-seven of the largest libraries in the State. The study covered employment policies, use of libraries by so-called minority groups, contributions made by libraries to better human relations programs in the community and the question of stereotypes in literature.

The study served to stimulate all those who participated in the need for an awareness of the contribution that libraries can make in the field of better human relations.

Other State Agencies

As time goes on, the Division is attempting to become more helpful to other State agencies in relation to traditional practices that need to be restudied and revamped in the light of present day thinking. Successful agreements, sometimes as the result of studies, others as the result of conferences, have been reached during the past two years with a number of State agencies.

V. EMPLOYMENT SURVEYS

Since the inception of the Division, eleven surveys regarding employment practices involving minority group workers have been conducted. These surveys have proven to be valuable educational tools in the promotion of fair employment practices. Opportunity is afforded personnel managers, industrial relations officials as well as employers themselves, to sit down with representatives of the Division and discuss their practices and policies without any complaints being involved. Staff limitation is the chief reason that the Division has not conducted many more of these projects.

The latest and perhaps the most comprehensive of these surveys was conducted in Hudson County in the spring of 1951. One hundred twenty-nine of the largest firms representing twenty-three different major types of business were visited. These organizations were located in twelve municipalities and employed a total of 76,902 workers.

As in most cases, figures regarding so-called minority group workers other than Negroes were hard to obtain and at best not very reliable. This is due to the fact that the Negro is usually discernible to the eye and it is easier to obtain more accurate figures. The following were some of the major questions to which answers were sought: What labor unions, if any, were involved? What integration techniques had been used? How much management knew about the Anti-Discrimination Law? What was company policy regarding recreational activities? What opinions did employers have regarding the merits of workers from different groups?

Since the complete survey is available on request, no attempt will be made to go into detail in this report. It is significant to note, however, that of one hundred twenty-nine firms visited, Negroes were employed in ninety-five. Sixty-six of these employed Negroes in skilled capacities,

thirty-one in supervisory capacities, and seventeen in white collar positions. As has been found in previous surveys, the vast majority of employers state that members of any one group make just as good workers as those of any other group.

VI. SPECIAL ITEMS

Rutgers Workshop in Human Relations

The Division Against Discrimination, along with the National Conference of Christians and Jews, and Rutgers, the State University, has sponsored a Workshop in Human Relations on the Rutgers Campus for four years. As this report is written, the Fifth Annual Workshop is being held. While the Workshop is designed primarily for teachers, at both the elementary and secondary levels, it is also open to others interested in better human relations. There have been in attendance at past Workshops, guidance workers, librarians, supervisors, social workers, administrators, police officers and community leaders. The members of the staff are selected for special competencies in the field of human relations education. In addition, numerous part-time consultants are called upon to supplement the staff in specialized areas.

In addition to the benefits received by the individuals who attend the Workshop, perhaps still greater benefit is derived by the community from which the members are recruited. As a result of the past four years, there are now spread throughout the State of New Jersey many people in many communities who are highly skilled in the field of human relations and continuing to make contributions as a result of their experiences at Rutgers. Each year a few people have also been accepted as students from outside of the State. Reports reaching the Division show that these individuals have

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returned to their native states and carried on the same type of constructive work that is being done in many New Jersey communities.

Division Review

During the past year, the Division, in an attempt to be more helpful to organizations and individuals throughout the State, has instituted a news bulletin known as the DIVISION REVIEW. This organ was published in four issues and contained information designed to aid members of municipal commissions on civil rights, civic organizations, members of the clergy, the daily and weekly press and all others known to have an active interest in the field of better human relations. The response of people throughout the State receiving the REVIEW was enthusiastic. The large majority, when asked, requested that they be kept on the permanent mailing list for future editions.

Women's Council on Human Relations

Representatives of several large State-wide women's organizations meet with members of the Division approximately four times a year. Each organization is entitled to name three representatives and its president as members of the Council. The representatives of the organizations not only are kept informed of developments throughout the State but are given any help and advice they may seek regarding the development of human relations programs for their State organizations or any of the local units. Such items as the promotion of Brotherhood Week, utilization of individuals in the local community who have attended the Rutgers Workshop and the promotion of programs in adult schools have been discussed constructively.

Radio

The Division, along with the New Jersey Education Association and the Anti-Defamation League, sponsored a series of radio programs known as "The New Frontier of Human Freedom Series". These programs, all featuring well known personalities, were followed by fifteen-minute live panel discussions. The Division, in turn, helped members of mayors' commissions and other groups in various sections of the State plan similar programs.

Film Previews

Members of the staff of the Division have served as consultants and advisors at previews of films designed to promote better intergroup understanding. In addition, the Division, itself, sponsored a preview for members of the general public of the film "No Way Out". It is encouraging to note that over eight hundred people from many parts of northern New Jersey were interested enough to attend.

Eastern States' Conference

New Jersey, along with other eastern states having laws against discrimination and the City of Philadelphia, has held three conferences dealing with problems in this field. The first conference held in New York City in 1949 dealt mainly with problems of organization. In 1950, representatives met in Connecticut and drew up some basic policies related to cooperation among members of the Conference and, at the same time, designed to respect the local autonomy of each individual agency. In June 1951, the third conference was held in Massachusetts. A great deal of helpful information was exchanged related to experiences in the respective states that should result in more efficient administration of the different laws. Such topics as, conciliation agreement terms, publicity policies and

practices, public hearings, litigation involving decisions, new investigating techniques, educational programs and the use of mass media, use of survey methods and the work of lay groups, featured the 1951 program. At present, it is planned to hold the 1952 conference in New Jersey.

One-Week Workshop

As this report is written, plans are under way for the holding of a one-week Workshop in Human Relations and Civil Rights for community workers and members of mayors' commissions on civil rights. Rutgers, the State University of New Jersey, the National Conference of Christians and Jews and the Division Against Discrimination are acting as co-sponsors. The Workshop is designed to help people who are interested in improving human relations in the community but who are not in a position to attend the longer six-week project. Such topics as Psychology of Prejudice, Steps Toward Equality in Employment, Film Forums, Community Audits, Rumor Clinics and the New Jersey Civil Rights Laws are slated for discussion and exploration.

VII. CONTACT WITH GROUPS

An important feature of Division work is the face to face contact made by members of the staff with many groups throughout the State. In these meetings, forums and conferences, an attempt is made to interpret some of the problems of discrimination and at the same time explain the State's approach to their solution.

During the two-year period from July 1, 1949 to June 30, 1951, Division staff members addressed 377 separate groups, who represented an approximate aggregate audience of 52,000 people. Civic groups and organizations largely concerned with civil rights problems numbered

70, involving over 10,000 persons. Church groups, college classes, women's organizations, professional societies, groups of teachers, social workers, nurses, etc., were represented in over 30 different contacts each, for a total of more than 18,000 people. Student groups in high school, college, adult and graduate levels of education constituted a total of 59 separate addresses to approximately 16,000 students. Service clubs, labor union groups and veterans' organizations were among the other types of New Jersey groups to whom interpretations were brought in the democratic give-and-take of forum discussion. The staff also participated in thirteen radio broadcasts and in eleven telecasts in connection with the State's affairs. In addition to the coverage of these broadcasts, staff speeches and addresses were delivered in 70 New Jersey municipalities, in 20 of the 21 counties.

VIII. SOME OBSERVATIONS AND A LOOK AHEAD

New Jersey's effort to establish first-class citizenship for all of its citizens regardless of race, creed, color, national origin or ancestry is continuing to meet with success. The increase in knowledge about the employment phase of the Anti-Discrimination Law on the part of employers, labor unions and employees, is an important factor in the amount of voluntary compliance that continues to grow in New Jersey. It should be remembered that the Division Against Discrimination cannot initiate complaints. These complaints must originate from aggrieved persons who believe that they are qualified and have been discriminated against because of race, creed, color, national origin or ancestry. Members of minority groups have three responsibilities in this area: first, that all persons should apply for jobs for which they are qualified regardless of any past practices or policies; second, that members of minority groups

should no longer feel that they must be limited in their choice of vocations and should make every effort to become properly qualified for any position for which they are capable; and third, that if they feel they have been discriminated against, it is their duty as good citizens to take advantage of the opportunity afforded them by the State of New Jersey in the Anti-Discrimination Law.

A large number of proprietors of places of public accommodation in New Jersey have also shown a willingness to cooperate with the spirit of the Law by making their facilities available to all persons regardless of race, creed, color, national origin or ancestry. In certain areas, however, in the field of public accommodations, the subterfuge of the "private club" has been adopted by some proprietors. There is no doubt that sooner or later the courts will probably be called upon for a decision that should set a precedent in this field.

A new feature was added to the Law in the spring of 1951 when the New Jersey Legislature passed an amendment making the right to employment, regardless of liability for service in the armed forces of the United States, a civil right. Liability for service is described in the Law as "subject to being ordered, as an individual, or member of an organized unit, into active service in the armed forces of the United States by reason of membership in the National Guard, naval militia or a reserve component of the armed forces of the United States or subject to being inducted into such armed forces through a system of national selective service." The amendment does, however, give an employer the right to refuse to accept for employment an applicant who has received a notice of induction or orders to report for active duty in the armed forces. As of June 30, 1951, no complaints had been filed with the Division under this new provision in the statute.

Another phase of discrimination that calls for solution in the future has to do with the growing number of real estate developments designed both for permanent and summer homes. It is reported that in many of the resort areas where homes are rented on a weekly, monthly, or seasonal plan, not only Negroes but many other citizens because of religion or national origin are denied the opportunity to enjoy the full privileges of citizenship.

The limited staff of the Division deserves credit for its work in this field but it must be pointed out that no single government agency could or should take credit for the many advances that have taken place in New Jersey during the past six years. Private organizations, the attitude of the Governor, members of the Legislature, State officials, countless private citizens and the public press, have all been important factors in whatever progress has been achieved.

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