

ANNUAL REPORT
THE NEGRO CITIZEN AND
NEW JERSEY DEMOCRACY

N.J. Commission on the urban
colored population
1945

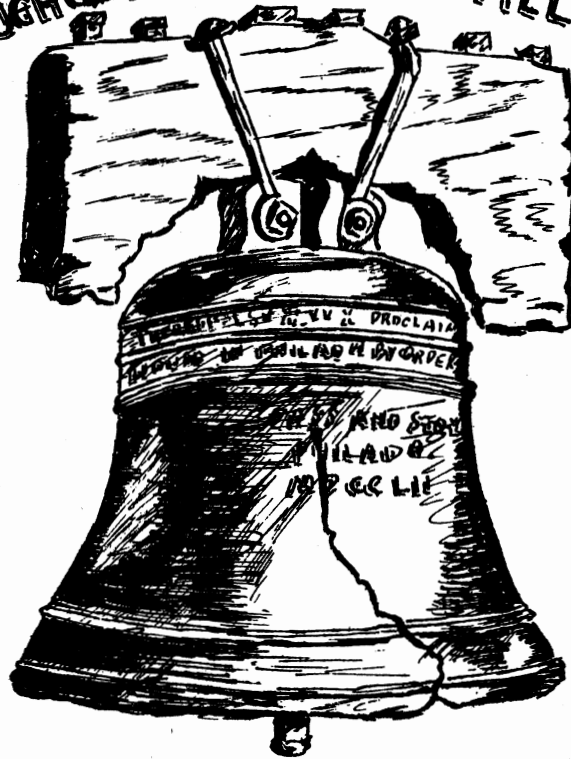
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THE
NEGRO CITIZEN
AND
NEW JERSEY
DEMOCRACY

ANNUAL REPORT
THE URBAN COLORED POPULATION COMMISSION
STATE OF NEW JERSEY



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1945

LETTER OF TRANSMITTAL

To His Excellency, Walter E. Edge
Governor of the State of New Jersey

And

To The Senate And General Assembly of New Jersey:

The Urban Colored Population Commission
herewith, respectfully, submits its 1945 annual
report in accordance with the provisions of
Chapter 192, Laws of 1941, approved June 10, 1941.

The members of this Commission trust that
this report, partially reflecting many months of
intensive study, will be of assistance to His
Excellency and the Members of the Senate and
General Assembly in considering measures to im-
prove the conditions reported on by this Commission.

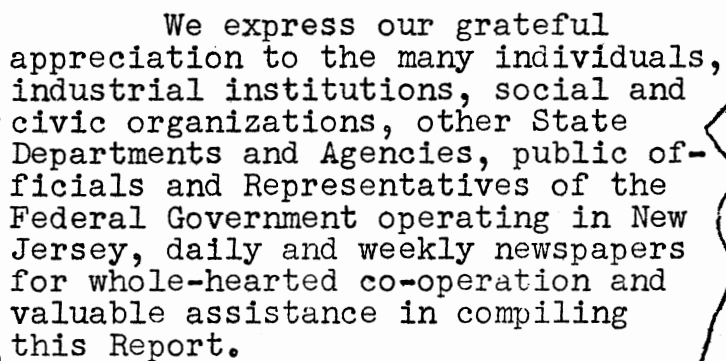
Respectfully submitted,

Sara Spencer Washington
Chairman

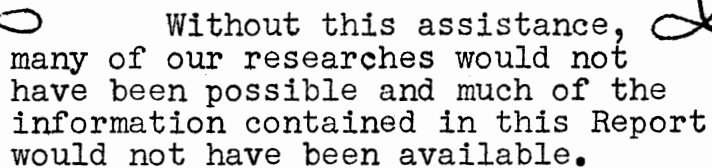
Richard L. Martin
Vice-Chairman

Edgar S. Ballou
Secretary-Treasurer

February 1, 1945
1060 Broad Street
Newark, New Jersey



We express our grateful appreciation to the many individuals, industrial institutions, social and civic organizations, other State Departments and Agencies, public officials and Representatives of the Federal Government operating in New Jersey, daily and weekly newspapers for whole-hearted co-operation and valuable assistance in compiling this Report.



Without this assistance, many of our researches would not have been possible and much of the information contained in this Report would not have been available.

.....
.....
THE URBAN COLORED POPULATION COMMISSION
of the
STATE OF NEW JERSEY



(Chapter 192, Laws of 1941)
June 10, 1941

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.

*

MEMBERS OF THE COMMISSION

Mrs. Sarah Spencer Washington, Chairman
Atlantic City
(Term Expires Jan. 21, 1946)

Richard L. Martin, Vice-Chairman
Jersey City
(Term Expires Jan. 19, 1947)

Dr. Edgar S. Ballou
Montclair
(Term Expires Oct. 12, 1947)

-.-

Atty. William A. Dart, Counsel

*

William D. Galloway, Chairman
Rutherford
(Term Expired Oct. 7, 1944)
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ANNUAL REPORT

of the

n.J. URBAN COLORED POPULATION COMMISSION
STATE OF NEW JERSEY

- 1945 -

Prepared for the Commission

by

JOSEPH A. CLARKE

Senior Analyst
Public Relations Staff

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...
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ROGER W. TUCKER
Senior Research Associate

A. KENNETH WORDE
-- Junior Research Associate

ROSE M. MARSHALL
Secretary

JOHNSIE D. TAYLOR
Clerk

* PREFACE *

Besides the immensity of an all-destroying global war embracing three-quarters of the world's population -- with millions suffering horrible deaths; conquered hordes made homeless; helpless victims raided of all wealth; populations mandated of all political franchise; workers regimented in labor battalions and enslaved in concentration camps; aged men and women executed for the sole crime of living -- the right of a Negro citizen in New Jersey to work on a job commensurate with his skill; to join an organized labor union on terms of equality with his fellow-craftsman; to secure a comfortable home and ideal health conditions for his family; to obtain an adequate education for his children; to enjoy a bit of recreation at the theatre, park, beach or other public amusement place -- all, by comparison, seem of small importance....

Until we remember that armies are dying on battlefields resisting totalitarian forces, supremely sustained by an indomitable faith that America's ideology of democratic living, with its guarantees of Liberty, Justice and Equality for All, offers the most hopeful promise to the world for Peace and Freedom.

Then - America awakes to face its inescapable responsibility to the rest of the world to make Democracy real and true within America, shamefully aware that the intolerance, bigotry, prejudice and discrimination directed against its Negro citizen constitute a most critical test of its sincerity in its own cherished and prideful Democratic Way of Life.

So - New Jersey, with a zealous regard for its record of liberalism and a resolute determination that America's Way of Life shall be vital and true within its borders, inquires into the conditions of its urban colored population -- and seeks to correct whatever callous inconsistencies and humiliating injustices are discovered existing to make a mockery of America's Democratic Foundations.

Within the power of the Legislative Authority of the State to prevent it, New Jersey's dead shall not make vain sacrifices to teach the world that THERE CAN BE NO PEACE AND FREEDOM FOR ANYONE, ANYWHERE ... UNTIL THERE IS PEACE AND FREEDOM FOR EVERYONE, EVERYWHERE - and -
New Jersey seeks to establish the example of one State wherein democratic benefits are enjoyed, impartially, by all citizens, regardless of race, color, religion or national origin.

* CONTENTS *

This report reviews the work of THE URBAN COLORED POPULATION COMMISSION for the fiscal year ending June 30, 1944 and including a six months period to December 30, 1944.

Activity for the period is reviewed in (1) a statistical report of the daily engagements of the Commissioners and daily assignments of the administrative and investigating staff; (2) brief summaries of this Commission's inquiries and observations in the following specific projects: (a) Housing, (b) Health, (c) Education, (d) Law Enforcement and Civil Liberties, (e) Employment, (f) Migration Trends.

As this Commission is continuing its inquiry into these subjects, no interpretation is attempted in this report. The Commission hopes to publish in due course an elaborate, statistical report with charts and tables, providing the most complete and comprehensive survey of the Negro Citizen in New Jersey probably ever undertaken.

This Commission hopes that the information presented in this report will serve as proper answers for certain significant and concrete demands and will stimulate action to clarify and improve certain obvious conditions.

In addition to the above summaries, this report contains this Commission's outline for future activity to aid the cultural and economic development of the urban colored population in the State of New Jersey.

Believing that the functions of this Commission will assume greater importance in the future as the complexity of problems already posed by present trends demands more effective and realistic consideration of the social and economic factors affecting the welfare of the colored population, an outline for extending the activities of this Commission is included in this report.

* FORWARD *

Examining gains and losses reported during the past year in the sphere of race relations as the surest gauge to determine whether Democracy in New Jersey is gaining or losing ground, The Urban Colored Population Commission is pleased to report a refreshing and healthful reflection of a growing attitude among an increasing element in New Jersey to maintain progressive, sound, democratic standards.

From the impact of the immediacy of war, perhaps the most outstanding democratic trends were developed in the field of industrial employment. There were other marginal but significantly profound penetrations into the social and economic characteristics of New Jersey's ideological structure by liberal democratic forces, and the two outstanding evils, discrimination and segregation were continuously attacked with an unprecedented vigor.

Only the coming events of this post-war eve and the treatment of the critical social and economic problems of the post-war era will determine whether these present gains are only temporary expedienceis, a resurgence of apprehension over America's future or a realization that problems regarding discrimination against the Negro citizen involve not just a matter of justice alone, but equally and vitally, a matter of self-interest and patriotism for each individual.

Overshadowing the heartening progressive trends, however, are many other unmistakable indications of New Jersey's failure to translate its religious ideals of human dignity and its democratic ideology of equality of man into actualities and daily performances that provide first-class citizenship for the Negro citizen, the least privileged segment of its minority citizenry.

Conditions existing and operating solely against the Negro citizen contradict the basic principles of religion and democracy. In permitting these principles to be nullified insofar as the Negro citizen, solely, is concerned, the State and other persons responsible for the correction of such situations are contributing to the breakdown of the foundations of Democracy.

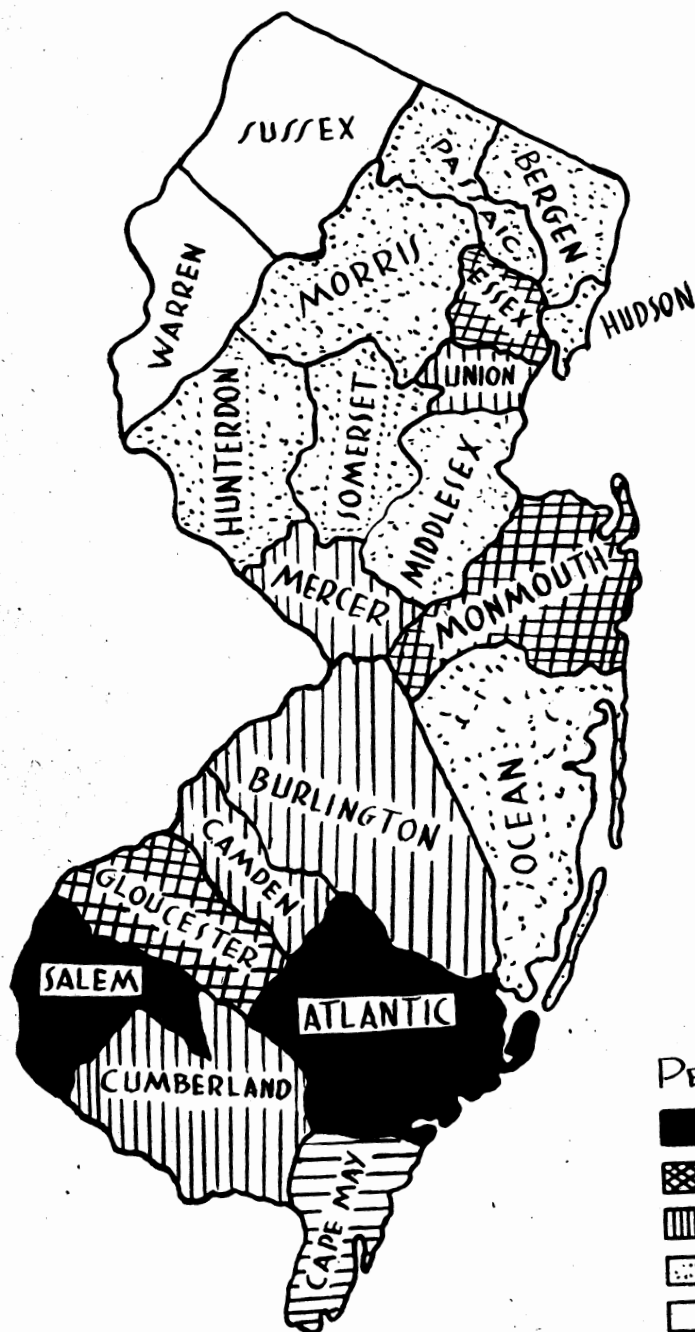
In a period when the entire world is engaged or concerned in a war caused primarily because inalienable human rights and human dignity were flagrantly denied,

ruthlessly overrun and finally destroyed by nazi and fascist doctrines of racial hatreds, this Commission believes that this State is under irresistible compulsion to eliminate, through stern enforcement of constitutional guarantees and enactment of needed legislation, every evil and all threatening evils which endanger Democracy within the boundaries of the State.

This Commission wishes to include, also, the observation and belief that the Negro citizenry of New Jersey has been made extremely aware and resentful of the attitude that holds little respect for the minority citizen's rights, personality, welfare or aspirations and recognizes no obligation to grant to him more than a minimum of Democracy's educational, cultural, civic and economic opportunities.

It is this Commission's opinion also, that the Negro citizen's calm, confident and firm insistence for recognition of his legitimate aspiration for equal share in the enjoyment of the rights and opportunities of Democracy as well as the responsibilities and obligations of Democracy is hopefully encouraged by evidence that his appreciation of the dramatic proportions of his post-war status as a fully-integrated citizen is shared by the executive and legislative branches of the State Government with a full awareness of the opportunities to advance Democracy in New Jersey through protective legislation and the impartial application of all laws by public officials having the responsibility to do so.

NEGRO POPULATIONS IN NEW JERSEY COUNTIES 1940



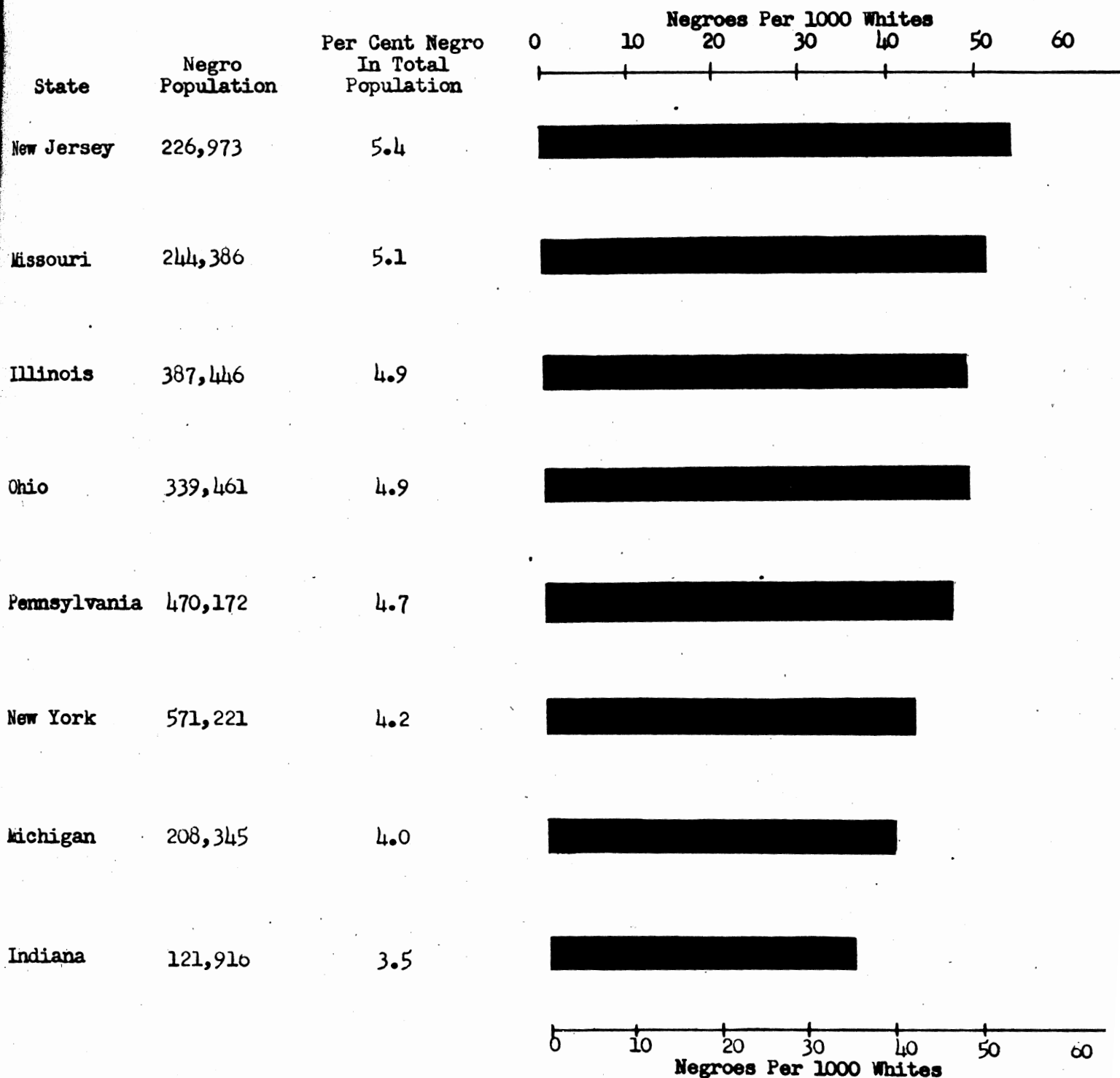
PER CENT TOTAL POPULATION

- ABOVE 10 PER CENT
- EIGHT TO TEN PER CENT
- FIVE TO EIGHT PER CENT
- ONE TO FIVE PER CENT
- LESS THAN ONE PER CENT

NEGRO POPULATION IN NEW JERSEY

NEW JERSEY HAS LARGEST PER CENT NEGRO POPULATION OF ANY NORTHERN OR BORDER STATE

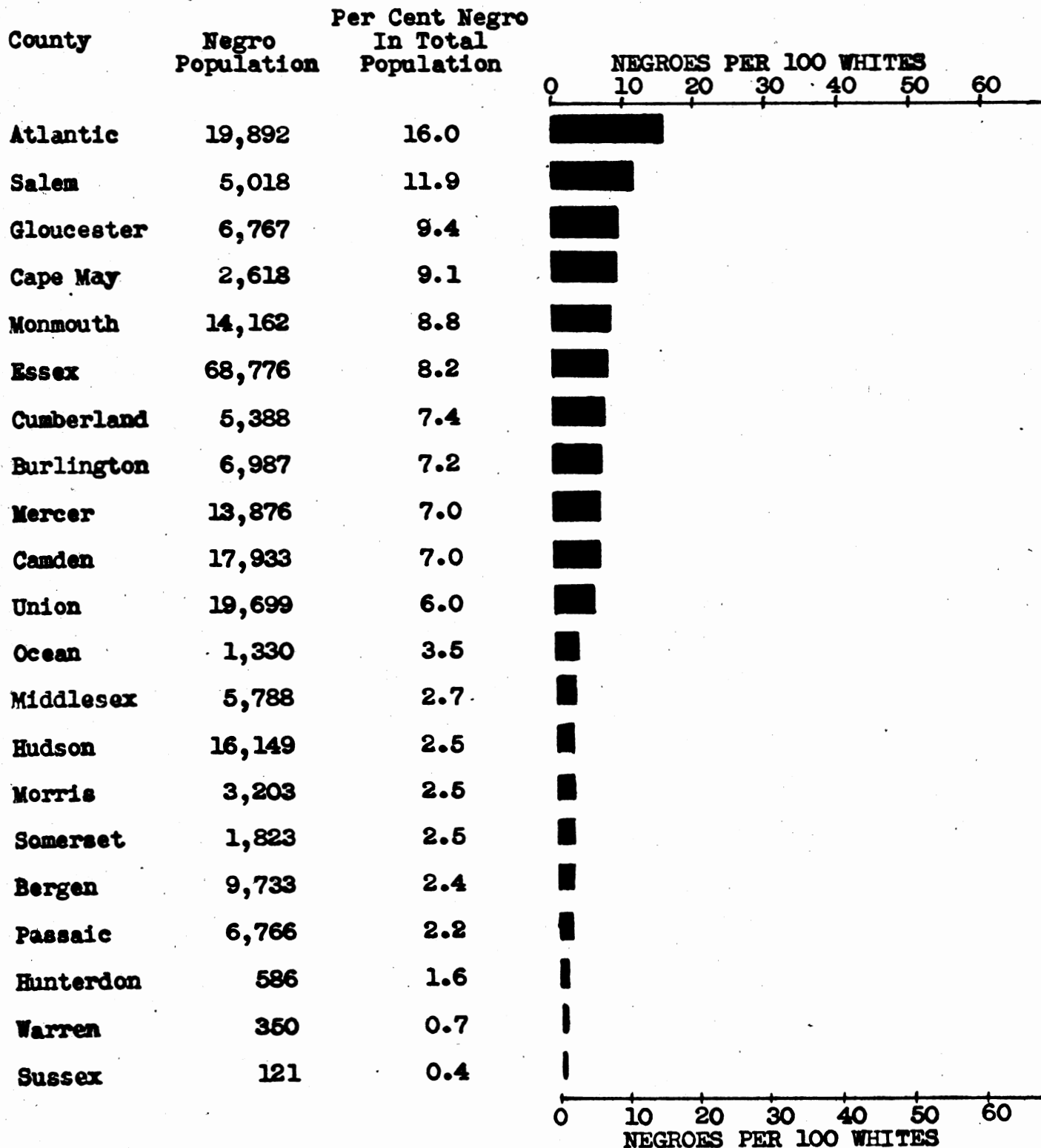
NEGRO POPULATIONS IN EIGHT NORTHERN AND BORDER STATES



NEGRO POPULATION IN NEW JERSEY COUNTIES

NUMBER AND PER CENT OF TOTAL

RATE PER 100 WHITES



(Population figures from the 1940 U. S. Census)

* STATISTICAL REPORT OF ACTIVITIES *

During the past year, in spite of many factors operating to the contrary, every effort has been made to maintain the program of this Commission on the high level demanded by both public expectation and the obligation to justify expenditure of public funds.

The public and representatives of various institutions upon whom this Commission depended for collaboration in many of its researches were frequently called upon to perform extra patriotic duties in connection with war production; and were compelled to place restrictions upon the time and energy ordinarily devoted to co-operation with our endeavors.

Our researches were therefore greatly handicapped. Material to be examined became increasingly less accessible. Moreover, our investigators, in order to obtain true samples in many of our surveys, were called upon to work all hours of early morning before regular office hours and late evening after office hours, visiting homes of war workers when they could be found available.

Reduction of our administrative and investigating staffs from 17 persons to one counsel, two senior investigators, one junior investigator and two clerical workers resulted in a shortage so acute that the reduced staff of this Commission has had to devote most of the time to administrative matters essential to the life of the Commission.

Because these routine demands occurring as daily essential tasks which must be performed are too frequently ignored or overlooked in attempting an objective evaluation of the work of this Commission from the standpoint of constructive criticism as well as an appraisal of its accomplishments, a statistical summary of the commissioners' daily engagements and the staff's daily assignments is included as Section I in this report.

The following report, largely reflecting the activity of this Commission with a full staff of 17 workers, does not include the appreciable amount of correspondence, bookkeeping and filing necessitated by inter-departmental, official communication with the Department of Finance, Civil Service, State House Commission, etc.

STATISTICAL REPORT OF ACTIVITIES

The Commissioners' Activity

The non-salaried members of this Commission met in 14 executive sessions for the purpose of formulating policies on particular projects, hearing reports of staff representatives and transacting other business.

Members of this Commission, individually, participated in five out-of-state conferences.

Members of this Commission, individually, participated in a total of 26 conferences with other social, religious, educational, civic, inter-racial or inter-cultural organizations.

Members of this Commission, individually, attended a total of 76 conferences with state, county and municipal officials.

Staff Activity

Staff representatives participated in three out-of-state conferences.

Staff representatives attended a total of 56 conferences with other social, religious, educational, civic, inter-racial or inter-cultural organizations.

Staff representatives interviewed executives, superintendents, personnel managers and other officials of 127 industrial plants.

Staff representatives held conferences with a total of 39 officials of organized labor unions.

Staff representatives visited 47 hospitals, 16 health clinics, nine penal institutions, 27 recreational and cultural centers.

Staff representatives visited 63 schools.

Staff representatives interviewed a total of 105 county and municipal, public officials.

Staff representatives visited 8347 homes.

Staff Activity

Six migrant farm workers' camps were visited and inspected by representatives of this Commission.

831 persons were interviewed in our office by staff representatives.

246 job-seekers were referred directly to plant managers after interviews with representatives of our staff. 415 were referred to the United States Employment Service offices.

73 instances of employment discrimination were reported to our office. Three cases were referred to the Federal Fair Employment Practice Committee in this area; 40 were investigated by representatives of this Commission and adjusted after conferences with plant managers; 30 were classed as unfounded and not meriting investigating.

16 cases of discrimination in public schools were investigated by representatives of our staff. Satisfactory arrangements for all parties involved were secured in 12 cases. The situation in four cases remain unchanged and are still under consideration by this Commission.

38 owners or managers of public places operating under municipal and state license were interviewed after violations of the New Jersey Civil Rights law prohibiting refusal to serve a patron because of race or color were reported to our office. Staff representatives reported partial successes achieved in persuading two hotels, eight better class restaurants and five cafeterias in three of the larger northern New Jersey cities to cease policies of discrimination against colored patrons.

250 mimeographed copies of the New Jersey Civil Rights laws were distributed by representatives of this Commission.

147 requests for information or statistical data concerning various phases of the Negro's status in New Jersey were received in our office and answered by representatives of our staff.

11 inquiries from service men in foreign countries concerning post-war prospects for employment and improvement of social conditions were received and answered by members of our staff.

A total of 11,350 questionnaires covering health, employment, housing, civil liberties, cultural, educational and recreational inquiries were distributed by members of our staff.

Staff Activity

Sections from our annual report of 1944 were mimeographed and distributed under the following captions in the following amounts:

What the Community Can Do	115 copies
What The Schools Can Do	70
What The Churches Can Do	217
What The Police Departments Can Do	60
What The Press And Radio Can Do.	30
What Labor Can Do	500
What The Negro Can Do	3,500

Estimated number of personal interviews and answers to inquiries obtained by members of this Commission's staff through all mediums, including visits to homes and plants, by questionnaires and correspondence and telephone total 32,780.

Appropriations for Fiscal Year Ending June 30, 1944

Original Appropriation	Credit	Transfer	Net Total
\$ 21,925.00	\$ 1,519.88	\$816.67	\$ 22,628.21

Expended

Salaries	\$ 19,206.57
Materials and Supplies	338.00
Travel	2,024.07
Miscellaneous	486.83
Telephone and Telegraph	552.51 (*)
Postage	181.00 (*)
Rent	1,073.04 (#)
Totals	\$ 23,859.02

(*) Paid by the Commissioner of Finance

(#) Paid by the State House Commission

Net Totals	\$ 22,052.47
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Appropriated for fiscal year ending June 30, 1945

\$ 22,200.00

* HOUSING *

Accepting the definition that blighted areas may be defined as any area or section of a city where, as a result of economic, social or other conditions, there is a big discrepancy between the value placed upon property by the owner and its useful value, under existing circumstances, to the public at large, this Commission's observation in the field of housing justifies, even at the risk of over-emphasis, the conclusion that above 60 per cent of New Jersey's urban colored population reside in blighted areas.

It is this Commission's opinion that there is not one urban center in New Jersey where residential segregation is not practiced against its Negro population. The denser the concentration of the Negro population, according to our observations, the more pronounced the pattern of segregation can be observed in the larger cities.

The creation of this circumscribed, segregated "Negro section of the city" where the urban colored population is forced to live by circumstances and restrictions imposed upon them by the majority groups, has encouraged the development of a landlord monopoly resulting in an artificial scarcity and artificial values permitting landlords to set rentals up to the maximum their tenants can pay, rather than maintain a corresponding rent level as enjoyed by tenants elsewhere for accommodations of similar values.

Some marginal penetrations by liberal, democratic forces were observed during 1944 to change this prevailing, characteristic pattern. Partial successes were achieved in having tenants selected for recently constructed and proposed low cost housing projects under supervision and management by Housing Authorities of two larger cities upon a basis of need of the tenant regardless of race or color of the prospective tenant. Where this integration of white and colored tenants in the same project has been achieved, operation and relations have proved very successful and harmonious.

There were, too, other isolated instances during the past year of colored home-owners, ignoring the expressed resentment of new neighbors and accepting the possibility of unfriendly friction from socially, irresponsible groups, crashing the restricted areas to purchase homes in better neighborhoods.

Excepting the large low-income group housing projects and homes for war workers erected in the State since 1940 and placed in the "Negro sections of the cities", an inevitable consequence of this restriction of the urban colored population to specified residential areas and districts is a neglected area of deteriorating properties, acute congestion and an appalling laxity in enforcement of existing building, safety and sanitation codes.

HOUSING

In 1944, according to a sample survey by this Commission to determine what levels of rents were being paid by New Jersey's urban colored population for sub-standard housing in the larger cities, our study revealed that less than one-tenth of the colored urban families had incomes of less than \$1,200.00 a year. 55 per cent enjoyed annual incomes above \$2,000.00.

In spite of the opportunities to improve the economic status through increased earnings in new industrial occupations since 1941, more than 60 per cent of the families visited were discovered to be over-crowded in homes and apartments, of which 81 per cent of those visited were definitely in the sub-standard classification.

While socio-economists have established that sound economy allows no more than 20 to 25 per cent of the annual income as the normal proportion to be expended for rent, 68 per cent of the families visited in our survey were paying from 25 to 33 - $1/3$ per cent and above for deteriorating housing, many lacking adequate plumbing, proper light and heat.

Demands for accommodations by war workers and other immigrants with families had produced another form of exploitation by some owners and landlords. Five and six room houses and apartments that formerly rented at levels of \$25 to \$35 per month were cut up into smaller rooms and rented for \$7.00 to \$10.00 each per week. The situation of one head of a family of wife and two children who was forced to take two rooms, paying \$20.00 per week, was duplicated many times in the course of our survey.

These people shared a community kitchen and bath facilities. Flimsy wall-boards to partition the cubby-hole rooms virtually made fire-traps of places where tenants furnished individual heat. An index of 2.5 persons per room was common.

Freezing rents at prior levels was of little aid to tenants already living in the disproportionally high level "Negro districts". Only the person so fortunate to secure a dwelling from which a white tenant had recently vacated was thankfully surprised to discover that he was paying 10 to 30 per cent less rent for 50 to 100 per cent more value in housing accommodations and comfort.

The element of over-crowding was not confined exclusively to the houses of sub-standard conditions. In the better homes and apartments through the entire sections of the "Negro districts", our staff representatives reported that because these areas have not been large enough and have not contained enough available dwelling units to satisfy the housing needs of an expanding urban colored population, the necessity for doubling-up and accommodating new-comers had become characteristic of the entire section.

HOUSING

In apartments and houses renting in the \$30 to \$35 per month brackets, 45 per cent had one or more lodgers; in the dwelling units of the \$35 to \$40 per month class, 60 per cent had lodgers and of the apartments and larger houses renting upward from \$45 per month, 85 per cent rented rooms to lodgers.

Where the American standard of housing essential for decent living allows .67 persons per room, or a six room house for a family of four, an index of 1.5 or more persons per room can be found prevailing in above 40 per cent of the dwelling units in the "Negro section" of almost every large New Jersey City.

The extreme degrees of over-crowding that emphasize the most acute present need of the urban colored population point to no new problem. The dangerous implications of this situation with its most serious threat against the development of good citizenship have been the object of grave concern for many years. Here, the members of this Commission wish to repeat and emphasize a conclusion from a previous report:

"Conditions which have an effect upon the lives of a considerable percentage of the population of a city must also affect the lives of the remainder. This effect may develop directly in matters of public health and general welfare, or indirectly through the increased burden such conditions place upon a community, through the additional cost of police and fire protection, clinics and courts rendered necessary by their existence."

In the sub-standard areas, this Commission's investigators reported the highest tuberculosis rate, the highest infant mortality rate and the highest number of juvenile delinquency cases. Here, in the segregated areas of dilapidated, gloomy, tinder-box structures, our investigators found the greatest activity of social workers, health nurses, religious programs and police patrols, all busily engaged with social maladjustments - attempting solution for an inflamed, malignant social tumor without opening the swollen seams and permitting health, wholesome and free democratic expansion.

Without being able, at this period, to quote accurate figures of the extent of the extreme over-crowding, lack of minimum standards of morality and sanitation, inadequacies of modern facilities and other degrees of physical deterioration, this Commission considers its estimation that at least three-

HOUSING

fifths of New Jersey's urban colored population are affected by deplorable conditions of sub-standard housings to be safe and conservative.

The members of this Commission appreciate that as a result of man-power and material shortages in home construction industries, there has been little activity in the field of housing other than the more urgent necessity to provide temporary homes for war workers in the industrial centers of the State, and appreciate, too, that there is little prospect of such activity on a large scale until after the war.

The members of this Commission recognize, too, that the State Housing Authority of New Jersey, under whose program 59 housing projects in 37 municipalities have been developed, is mindful of the necessity for planning a post-war housing program, and, we are informed, has prepared a plan which when completed, will show the housing needs of each municipality in the State.

Therefore, the recommendations this Commission offers in the field of housing are with respect to the opportunity offered the executive and legislative branches of the State government to reaffirm the State's opposition to all forms of discrimination against minority groups within its citizenry by enactment of provisions prohibiting the practice of segregation and discrimination in all publicly-financed housing.

The members of this Commission believe such an announcement with legislative provisions to insure its enforcement would prove a major and essential factor in advancing Democracy in New Jersey.

The members of this Commission, adopting the ~~optimistic~~ but realistic view that slum areas in the residential sections of New Jersey's cities will eventually be cleared but will not miraculously disappear for a period of years, offer recommendations with respect to measures which seem feasible for possible earlier improvement of certain existing conditions.

HOUSING

RECOMMENDATIONS

With respect to this Commission's recommendations of measures to improve the living conditions of the urban colored population of this State in order to secure to the urban colored population equal opportunities with the general population thereof, the members of this Commission, respectfully, urge the enactment of an act providing that:

Every Housing Authority created pursuant to the State Housing Act of New Jersey shall admit to tenancy in every project under its ownership, supervision, operation or management all persons eligible therefor, without regard to race, color or creed; and shall afford to all tenants the full and equal accommodations, advantages, facilities and privileges of the project without discrimination or segregation with regard to race, color or creed of the tenant.

The provisions of this Act shall be applicable also to any and all publicly-financed, publicly-subsidized projects and projects constructed or operated by private corporations which, under provisions of the law, are exempt from taxation or receive limited benefits through taxation assessments from the municipality in which the project is located.

Any official, agent or employee of any housing authority or housing project within the category of the provisions of this Act who shall cause, aid or incite a violation of the provisions of this Act shall be guilty of a misdemeanor and upon conviction after a hearing in the proper court of competent jurisdiction in the county in which the plaintiff or the defendant shall reside, shall be liable to penalties or imprisonment, or both.

To encourage private interests to invest in modern housing to replace slum areas and to encourage private owners to remodel and improve existing properties, the members of this Commission, respectfully recommend that the executive and legislative branches of the State Government, re-examine the possibility of an amendment to Chapter 169, Laws of 1944, referred to as the "Redevelopment Companies Law", for the purpose of providing additional taxation reliefs that would further encourage modernization construction upon existing deteriorating projects.

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HOUSING

RECOMMENDATIONS

The attention of this Commission has been directed to other localities where an enlightened taxation policy has resulted in note-worthy, civic rehabilitation programs through provisions that imposed such tax burdens upon deteriorated slum structures that improvement of the property becomes more profitable to the owners.

Particularly, the Pittsburgh Plan has been recommended to this Commission as an example of the successful operation of a tax policy that has virtually taxed slums out of existence and effected considerable savings for the municipality in the costs of providing health, police, fire and other safety services for the areas. Therefore, the members of this Commission recommend this Plan to the Legislature for study.

- 1 -

While the members of this Commission believe that the major and quickest relief for the housing needs of the low-income and middle class citizens of the State's urban colored population will come through the construction and completion of the many post-war plans of local Housing Authorities with Federal aid, we recommend that the State, in considering post-war projects to provide employment and aid to industrial reconversion, should give consideration to a state program of housing construction financed through action similar to New York State's \$300,000,000 bond issue to aid low-rent, public housing, authorized in 1938 by a constitutional amendment.

Besides providing vast sources of employment and stimulating great industrial and commercial activity, the members of this Commission are of the opinion that the State has an essential responsibility to reassume many functions that in recent years have increasingly become dependencies upon Federal initiative and support.

Only by recovering an independence to adequately provide for its own citizens' welfare, employment and housing can the state successfully check the growing tendency towards civilian regimentation under a centralized political bureaucracy that continued and increased Federal doles and gratuities propagate and encourage.

HOUSING

RECOMMENDATIONS

The members of this Commission believe the right of the citizen to purchase property and a home amid the most desirable residential conditions his income and standard of living permit should be a fundamental civil right, protected to the urban colored population of this State just as his right to purchase any other commodity or service offered for sale to the general public is protected by Chapter 10 of the Revised Statutes of New Jersey, referred to as the New Jersey Civil Rights Statutes.

Therefore, the members of this Commission respectfully recommend the enactment of an amendment to the New Jersey Civil Rights Statutes to provide that:

The purchase or lease of any parcel of land property or structure offered for sale or rent to the general public shall not be denied or refused to a prospective buyer or lessee because of the race, color, creed or national origin of the prospective buyer, lessee or occupant of the land, property or structure.

Any owner, official or agent of such land, property or structure within the category of the provisions of this Act who shall, directly or indirectly, by written or unwritten restrictive covenant or agreement, cause, aid or incite a violation of the provisions of this Act shall be guilty of a misdemeanor and upon conviction in any court of competent jurisdiction where violation occurred, shall be liable to penalties or imprisonment, or both.

The legality of any and all clauses, agreements and covenants prohibiting purchase, lease or occupancy of all and any property, land or structure to persons solely because of race, color, creed or national origin, existing in deeds, leases and agreements affecting the titles of property, land or structures offered for sale or rent to the general public, is by the enactment of this Act, null and void.

HEALTH

County	Per Cent total TB Cases	Per Cent TB Deaths	Per Cent total Population	Total Bed Capacity	Number Negro Patients	Per Cent
Atlantic	40.4	48.2	16.0	86	9	10.4
Bergen	16.7	13.1	2.3	330	19	5.7
Essex	22.6	36.4	8.2	446	51	11.4
Hudson	121.7	8.7	2.5	550	25	4.5
Mercer	69.4	10.9	7.0	101	7	6.9
Morris	14.3	10.4	2.5	76	6	7.8
Passaic	70.0	12.7	2.2	235	17	7.2

The number of Negro patients listed in the above table and the percentage of beds allocated of the total bed capacity of the sanatorium are recorded as of the particular day our investigators made their observations. The percentage and numbers will be discovered to be fairly typical of the Negro patients admitted during the entire year, according to a rather rigid quota policy that prevails commonly all over the state.

In no sanatorium of the county, during our observations, did we discover a corresponding equality of the percentage of beds allowed Negro patients and the percentage of tuberculosis cases contributed by the Negro population of the area.

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Leading causes of deaths among the colored population of New Jersey, according to the latest complete tabulation of the Bureau of Vital Statistics, are shown in the following table:

In this table, deaths (exclusive of stillbirths) from the following causes are listed, according to the totals of all age groups for the year, 1941:

HEALTH

This table is included for possible indications of specific fields of endeavor where increased activity and an enlarged program could improve the conditions affecting the urban colored population of the State:

 CAUSE OF DEATH TOTAL

All Causes	3487
Diseases of the heart	828
Tuberculosis of the respiratory system	399
Nephritis	291
Cancer and other malignant tumors	258
Intracranial lesions of vascular origin	246
Pneumonia	227
Congenital malformations and debility premature birth, and diseases peculiar to the first year of life	208
Syphilis	163
Violent or accidental deaths (suicide, homicide and automobile accidents excepted)	122
Diseases of the digestive system	78
Dibetes Mellitus	66
Automobile accidents (all motor-driven road vehicles)	66
Other diseases of the circulatory system	63
Other forms of tuberculosis	47
Diseases of the urinary and genital system	43
Homicide	38

* HEALTH *

The members of this Commission, reiterating its previous opinion that the phrase "Negro Health" is an ill-advised, fallacious and dangerous error, believe that conditions that affect the health and lives of a large percentage of New Jersey's urban colored population must, inevitably and eventually, spread to contaminate the whole area and affect the health of others of the general population.

Conditions of the health of the State's urban colored population vary according to essential social factors from cultural education to economic opportunity. The members of this Commission believe that the improvement of health tendencies of the urban colored population is directly dependent upon improvement of the housing and sanitation environment, equalization of the Negro wage-earner's economic status as well as the enlargement of social and health facilities and extension of impartial participation and benefits to all persons in the population needing these services.

All health problems of the urban colored population are similar to the difficulties of the other groups in the State's general population, only the condition of the non-white group is doubly intensified by discrimination and other very obvious distinctions in treatment and enjoyment of available services.

As long as complete segregation and total isolation are impossible, impractical, unlawful and undesirable in New Jersey's democratic, civil life, it will continue difficult and impossible to confine an epidemic or jeopardizing, health menace within a limited area or to a particular group of the general population. The members of this Commission, therefore, recommend that the highest levels of sound health can be obtained only by the complete and impartial accessibility of all health and social services to all the population upon a basis of need without respect to race.

Partial conclusions, reached by the members of this Commission after limited observations in the field of Health, indicate that the most outstanding problem affecting the health of the urban colored population of New Jersey is discrimination - the discrimination that fails to provide:

Internship and staff-association for New Jersey physicians and surgeons of Negro extraction in publicly-supported hospitals and institutions.

Nurse training for students of Negro extraction in all but three of the State's hospitals

An adequate number of hospital beds for the group that produces from 30 to 40 per cent of the State's tuberculosis cases, but permits a rigid quota of from

HEALTH

seven to ten per cent of the available beds to be allocated for Negro patients.

Unrestricted admittance to rehabilitation centers and convalescent homes for the group of the population that produces the higher percentage of reinfection cases of tuberculosis. During 1943, 264 cases of reinfection represented 11.6 per cent of the 2,281 new Negro cases reported for the period.

Although diseases of the heart rank as the No. One cause of death among the State's Negro population, comparison of percentages in the tuberculosis cases diagnosed in clinics and comparison of the total tuberculosis deaths and the total populations have been generally used as a measurement of the effectiveness of activity to improve health conditions, and has become generally accepted as an accurate gauge of the condition of the health of the colored population.

The Negro population, according to the last complete and accurate count of the 1940 United States Census, composed 5.4 per cent of the total population of New Jersey. This 5.4 per cent of the population, according to latest reports of the New Jersey Tuberculosis League, contribute almost one-fourth of the tuberculosis deaths and one in seven of the new patients in clinics.

The percentage of new cases reported among the colored population increased in 1943 to 13.6 per cent from the 12.5 per cent of the previous year.

The number of deaths from all forms of tuberculosis among the colored population in 1942 was 448; the rate was 193.9 per 100,000 of the colored population. This represented an increase over the previous year when similar figures were 439 and 190.0 per 100,000 of the colored population.

Compared with the 1,402 deaths among the white population, equivalent to 35.3 per 100,000 white population, similar figures for 1940 being 1,386 and 35.2 per 100,000 white population; an indication of inequality of preventive programs or application of prevailing facilities for treatment may be easily and readily assumed.

A sample survey was undertaken by investigators of this Commission to determine, for significant comparison, the number of beds available to Negro tuberculosis patients in various county institutions of the State. The results of this observation are given in the following table. In this table, population percentages are taken from the 1940 U.S. census. Percentages of tuberculosis and death from tuberculosis are from the 1943 report of the New Jersey Tuberculosis League, Inc. Bed capacities are from county sanatoria, except the Donnelly Memorial Hospital, Trenton, in Mercer Trenton.

HEALTH

Avitaminoses, other general diseases of the blood and chronic poisonings	35
Diseases of the liver and biliary passages	32
Diseases of the nervous system and sense organs	30
Appendicitis	29
Diarrhea and enteritis	26
Influenza	24
Nonmalignant tumors or tumors of unspecified nature	23
Other diseases of the respiratory system	23
Other infections or parasitic diseases	21
Other disease of pregnancy, childbirth and the puerperium	19
Suicide	13
Meningitis (Nonmeningococcal) and diseases of the spinal cord	11
Chronic or acute alcoholism	10
Whooping Cough	8
Diseases of the skin, cellular tissue, bones and organs of movement	8
Senility, old age	7
Causes of death ill-defined, unknown or unspecified	7
Puerperal infection	6
Bronchitis	4
Measles	3
Typhoid and paratyphoid fever	1
Scarlet fever	1
Chronic rheumatism and gout	1

HEALTH

RECOMMENDATIONS

Equal access and unsegregated care and treatment for all persons without respect to race, color, creed or national origin in all public, publicly-subsidized or tax-exempted hospitals, medical and social, welfare institutions of this State; in the opinion of the members of this Commission; appear to be the first step towards securing for the urban, colored population equal opportunities for improving their health conditions with the general population; and is, here, offered as this Commission's recommendation.

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Members of this Commission, also, recommend the equalization and extension of all health programs and facilities of all recreational projects sponsored or aided by public funds to all citizens without discrimination or segregation.

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Establishment of training facilities and free access to appointment as student nurses, staff nurses, internes, consulting staff physicians and surgeons for all qualified applicants without respect to race, color, creed or national origin in all public, publicly-subsidized or tax-exempted hospitals, medical and social, welfare institutions in this State is recommended by members of this Commission as a measure to secure equality of opportunity to the urban colored population for self-support, educational and cultural development and improvement of conditions of health with the general population.

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Congestion being recognized as a prime, positive cause of spreading infectious diseases, members of this Commission believe that the improvement of the health conditions among the urban, colored population of this state is directly dependent upon the improvement of housing and sanitation conditions; and, therefore, recommend that early consideration and every state aid be given to this Commission's recommendations respecting the housing conditions of the urban colored population of this State.

* EDUCATION *

In approaching the field of Education to indicate possible opportunities to improve the condition of the urban colored population, members of the Commission anticipate no argument against the importance of the public school as one of the essential major forces in making and strengthening Democracy in New Jersey.

Because the elementary public school is the one agency in the state where attendance is compulsory for the largest segment of the population for the longest period of time, members of this Commission recommend a re-examination of the curriculum, methods of instruction and the pattern of segregated schools in the state's elementary schools as the first necessary step towards an enlightened state program, under the Commissioner of Education, to utilize the fullest potentialities of the public school as a laboratory to condition democratic attitudes among New Jersey citizens.

Members of this Commission conclude that a vitalized Democracy in New Jersey cannot be realized merely by legal enactment. If the desired condition is to be achieved, it must be aided by co-operative action in the public schools. In this respect, this Commission regrettably observes that it appears that the initiative in this direction has been more or less defaulted by the state and left to voluntary efforts of civic-minded individuals and non-official, organized groups.

It is the opinion of this Commission that race prejudice is the chronic disease undermining the vitality of Democracy in New Jersey. This Commission recommends that school officials who have the responsibility of developing desirable types of future citizenship, should administer the only successful cure in the elementary public school, at the earliest exposure of the youthful mind to basic values.

Democracy's greatest virtue, also its most difficult articulation, is in the fact that it begins where the most serious problem it faces begins - with the individual's attitude and behavior towards his fellow citizen. The spirit of Democracy must pervade human relations deeply and widely, or else the most essential fundamentals and virtues of its ideology become futile and ineffective.

Preliminary to any adult action, the youth's personal attitude must be freed from all class or racial prejudices and injustices. Unless this is accomplished and the youth's mind is possessed of a clear, sound and positive sense of values in respect to Democracy, the adult's attitude and behavior will be, at best, uncertain, hesitant and inconstant.

EDUCATION

In New Jersey, according to latest, complete tabulation of the 1943-44 school year, there were 43,163 Negro students in the public schools of the state. Of this total, 10,477 were enrolled in elementary grades and 518 in junior high school in 70 segregated schools under 454 Negro teachers.

Total Negro student population in all schools for the 1943-44 school year was distributed 25.4 per cent in segregated schools and 74.6 per cent in mixed schools. Total number of Negro teachers employed in all schools was 463; 64 males and 399 females.

Segregated schools were found in the following counties: Atlantic, Burlington, Camden, Cape May, Mercer, Monmouth, Ocean, Salem, Gloucester and Cumberland.

Summarizing its findings after thoroughly examining data collected from a limited survey during which members of this Commission's staff visited 63 schools in 14 counties, interviewed several hundreds students, teachers and other responsible individuals, members of this Commission offer as their essential findings the conclusion that students in segregated schools in a large majority of the communities of this State do not enjoy equality of educational opportunities.

Besides the disparity reflected in inferior buildings, inadequate equipment and scarcity of many needed training facilities, the effects of overcrowded schools were observed to be unusually disastrous, very obviously, resulting in a serious, indisputable handicap to the students.

While the Negro elementary school teachers apparently averaged as much training as the white elementary school teacher in the same community, they were required to teach upward to 40 per cent more students.

The following tabulation was produced by members of this Commission's staff in a survey of the Negro teachers and Negro students in segregated schools:

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*****
COUNTY      SCHOOL      TEACHERS      STUDENTS
*****
Monmouth     Ridge Avenue, Neptune    10           350
              Bangs Avenue, Asbury Park 18           700
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EDUCATION

COUNTY	SCHOOL	TEACHERS	STUDENTS

Monmouth	Liberty Street, Long Branch	5	150
	Court Street, Freehold	4	150
	Fiske Street, Fairhaven	2	60
	Pine Brook, Shrewsbury Twp.	1	37
Atlantic	Egg Harbor	5	100
	Pleasantville	12	225
	Farmington	3	75
	Indiana Avenue	34	980
	New Jersey Avenue	30	873
	West Side	11	304
	Indiana Avenue Vocational	6	84
Camden	Holmstead, Merchantville	3	93
	Jordantown, Pensauken	2	62
	B.T. Washington, Morris	3	75
	Palmyra	1	16
	No. 4, Cinmaminson	5	135
	No. 3, Mt. Laurel	3	76
	Jericho	4	99
	Carpenter Street, Woodbury	8	192
	North Woodbury	4	118
	Glassboro Lawns	4	137
	Elsmare, Glassboro	3	105
	South Glassboro	2	74

EDUCATION

COUNTY SCHOOL TEACHERS STUDENTS

Camden	No. 2, Beverly	3	96
	Lincoln Avenue, Haddonfield	2	28
	No. 7, Moorestown	5	131
	Lawnside	8	261
	Benson Street, Camden	6	180
	Bergen, Camden	9	242
	Catto, Camden	3	62
	Mt. Vernon, Camden	6	183
	Powell, Camden	8	229
	Summer, Camden	19	524
	Whittier	31	849
	Evered	1	12
	No. 4 Richardson Ave., Swedesboro	3	
	Gibbstown	2	
	No. 4 Thorofare	2	
	No. 3 Mullica Hill	1	
Salem	Grant Street, Salem	9	250
	Barber Avenue, Pennsgrove	4)	
	Cumberland Avenue, Pennsgrove)	232
	South Woodstown, Woodstown	4	154
	Harmony, Quinton Twp.	1	41
	Harrisonville	1	16

EDUCATION

COUNTY SCHOOL TEACHERS STUDENTS

Salem	Marshalltown	1	25
	Claysville	1	14
	Mt. Zion	2	48
	Daretown, Pittsgrove Twp.	1	69
Cumberland	Gouldtown	1	134
	South Port Norris	2	56
	Springtown	1	22
	Maurice River	1	31
Mercer	New Lincoln (elementary)	19	608
	New Lincoln (junior high)	22	513
	Bordentown Industrial	44	395
	No. 2, Bordentown	4	120
	Witherspoon, Princeton	12	288
	Ewing Park	3	70
Burlington	James Cooper, Burlington)	(96
	William Allen, Burlington) 10	(178
	Progress Street, Riverside	2	46
	Fourth Street, Florence	2	50
	Station School, Roebling	2	60
Cape May	Whitesboro	3	86
	Cape May	3	74
	West Cape May	2	40
	Wildwood	4	76

EDUCATION

In five of the northern counties of New Jersey, 51 Negro teachers are employed in the public school systems, and Negro students of the elementary grades are enrolled in schools, apparently without regard to racial segregation. These five counties and the number of Negro teachers employed are:

Bergen	5
Essex	21
Hudson	19
Passaic	5
Union	1

In spite of the generally accepted view that the educational facilities of these counties are free from the deficiencies and ignominies of a definitely-enforced and officially-sanctioned segregation pattern, observations of investigators from this Commission's staff detected that a very obvious segregation policy has resulted from zoning regulations in certain localities.

In some instances, an overcrowded school located in a section having a predominance of Negro population stands in close proximity to a school with a decreasing white enrollment. Efforts to effect transfers are usually frustrated for parents of Negro students. There is an apparently unwritten but rigidly enforced policy that no Negro children living in areas set aside for the school will be permitted to attend schools located outside their district. On the contrary, many instances were reported where parents of white students, living in the same residential and school zone, were permitted to obtain transfers and send their children to schools located several blocks distant in another district.

In the City of Trenton, parents of two Negro students were compelled to win a decision from the State's Supreme Court before being permitted to register their children in a junior high school nearest their residence. It had become a well established policy to send all Negro students, regardless where they lived, to the exclusive all-colored New Lincoln School.

Although the discrimination against the Negro students of the elementary grades in schools of these northern counties operates indirectly through incident of residence and zoning regulations and has no other official recognition, the same characteristics of the segregated pattern of the southern counties can be observed: inadequacies of teaching and training facilities, visible need of repairs to dilapidated and deteriorated buildings, severe overcrowding with detrimental effects on instruction proficiency.

EDUCATION

Inadequate preparation in elementary grades results in a very obvious and alarming handicap to the Negro students entering high, normal, trades schools or college.

In interviews with many high school teachers, our investigators reported that some teachers, expressing sympathetic attitudes towards the aspirations of their Negro students, admitted an awareness and recognition of the gross inadequacies of many students coming from these segregated elementary schools.

When faced with the choice of further retarding these backward students or passing them, unqualified, through high school courses by graduation, certain of these high school teachers may be strongly suspected of taking the latter choice rather than risk an unmerited criticism of possessing prejudices towards students of Negro extraction.

When viewed from the realization that equalized, elementary educational facilities are extremely essential in our democratic life where economic and political survival is dependent upon proper preparation for competitive efficiency and performance in industrial and professional pursuits, members of this Commission consider these inequalities of educational opportunity resulting from segregated schools as more than disastrous to the urban colored population's equality of opportunity for self-support and cultural development with the general population.

Members of this Commission consider equally as disastrous the failure of the State to fully utilize the opportunity and facilities of the elementary schools to indoctrinate the youthful students of the majority white groups with the fundamentals of Democracy.

Fortunately, children are born without prejudices and arrive at the elementary schools in practically the same state.

In separating students in the elementary grades, or permitting them to be segregated according to race in separate schools, the State cannot escape a share of the responsibility for encouraging and emphasizing the myth of race supremacy.

To aid the development of the unreasoning and contagious phobias that certainly threaten to destroy every concept of Democracy in the very earliest and most crucial experiences in human relations that the future citizen of New Jersey enjoys in the elementary public school, in the opinion of the members of this Commission, outrageously and shamefully, belies the public policy of this State as being opposed to all forms and expressions of discrimination.

EDUCATION

RECOMMENDATIONS

Concluding that war against group and racial hatreds should be a Number One project of the State Board of Education waged through definitely planned systems of instruction beginning in the elementary schools, members of this Commission stress our opinion of the importance of our recommendation that the State Commissioner of Education and other responsible state officials review, for the purpose of correcting existing disparities through complete elimination, the entire pattern of segregated elementary grade schools in the southern counties of this State.

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In the five northern counties of this State where enrollment of elementary grade students is presupposed to be without regard to a segregated pattern, members of this Commission recommend that school zones be redistricted wherever such action might relieve overcrowding.

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Taking cognizance that the cost of educational programs in New Jersey varies at present from approximately \$45 per pupil per year in some areas to more than \$200 per pupil per year in other municipalities, members of this Commission commend the action of Executive and Legislative State Government in proposing a new plan to redistribute state aid to support public schools on a more equitable basis.

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Exclusion of students from schools under the jurisdiction of the State Board of Education because of religion, nationality or color already established as a misdemeanor by laws previously enacted by the Legislature, members of this Commission recommend the enactment of an amendment to Section 14 - 2 of Title 18 of the Revised Statutes of New Jersey to clearly and expressly (a) regulate the procedure for admission to public educational institutions to insure that qualified applicants for admission shall not be excluded by reason of race, color, creed or national origin; (b) make specific provisions for withdrawal of tax exemption from educational institutions which deny matriculation or use of their facilities to otherwise qualified applicants, by reason of race, color, creed or national origin.

* EMPLOYMENT *

An extensive survey has been initiated by members of this Commission in the field of employment and continues under very careful study for significant reasons. Despite an impressive reflection of marginal gains in employment opportunities for an increasingly large segment of the urban colored population, most of which are largely and obviously due to the impact of war immediacy, the field of employment looms as the area of the major problems with which this Commission is concerned.

According to a late estimate by the State Manpower Director of the War Manpower Commission, approximately 900,000 workers were engaged in war production occupations in New Jersey manufacturing industries of which an estimate 9 to 13 per cent were non-whites.

Although employment figures from all types of manufacturing are unavailable, investigators from the staff of this Commission with the co-operation of the War Manpower Commission and the United States Employment Services conducted a sample survey covering 790,000 of the estimated total. These 790,000 workers were engaged in plants representing the more important war production employers in the State.

Many of these employers, moreover, were unable to furnish the investigators of this Commission with data respecting to the employment of non-whites because their records were not set up to make racial identifications. Those employers, however, who were able to furnish our investigators with a break-down of white and non-white employees accounted for a total of 530,000 workers, of which 47,000 or 8.9% of the total were non-whites.

These 47,000 Negro workers, or 8.9% of the total employed represented considerable gain over the 11,232 Negro workers, or 2.03% of the total of 560,531 workers employed in all types of manufacturing industries in New Jersey in 1940.

Further analysis of the data obtained in our survey of the manufacturing industries employing 530,000 workers revealed Negro workers employed in the following proportions, according to the following classified skills:

EMPLOYMENT

Percentages of Negro Workers Employed in New Jersey Industries

9.5%				of all workers employed in the Iron and Steel Industries
8.5%	"	"	"	Shipbuilding and Aircraft Industries
7.7%	"	"	"	Electrical Goods Industries
13.8%	"	"	"	Nonferrous Metal Industries
18.3%	"	"	"	Large Governmental Establishments

During the year 1943, and during the first six months of 1944, a little above 13% of all placements made by the United States Employment Service offices in New Jersey were non-whites. This figure excludes those placements made in private households and in industries by other agencies, or direct employment by application at the plant. Files of the office of this Commission show that 246 job-seekers were referred directly to plant managers by members of this Commission's staff after interviews in our offices during the period from June 1943 to June 1944.

These increased, war-time, industrial opportunities for employment, breaking previous boundaries of occupational stratifications, to integrate Negro workers in the ranks of skilled and higher-paying brackets, did not come without stubborn resistance.

In spite of the acute need of workers for essential labor which has never been completely eased in this area, members of the staff of this Commission were frequently called to join representatives of other agencies to relieve the tension of a complex situation involving plants reported to be either deliberately barring Negro workers from defense employment entirely - restricting them to unskilled jobs or discriminating against Negroes in training programs.

Fortunately, the abundance of defense contracts allocated to New Jersey industries more than absorbed all available pools of manpower and by eliminating fierce competition over a scarcity of jobs, proved the major factor in allaying fear that friction disturbances would develop in New Jersey similar to the disastrous occurrences that swept certain Mid-western, Southern and Pacific coast cities.

EMPLOYMENT

Although the fear of riots has subsided, thousands of white and Negro workers have proved they could work together harmoniously; expert appraisal has reported the performance of Negro workers at skilled tasks as efficient and successful; labor unions in increasing numbers have either abolished or limited previous restrictions against Negro memberships and Negro integration has been accepted by both management and organized labor. Apprehension about the post-war security of these recent gains for the workers of the urban colored population has already begun to find vocal and conspicuous expression.

The majority of the Negro workers employed in New Jersey war production possess a skeptical awareness that their present status is due not alone to the urgent necessity to make fullest use of all available manpower in order to meet the requirements of military and naval demands - but also to the effective and compelling influences exerted by the Fair Employment Practice Committee, a Federal agency and Chapter 114 of the New Jersey Laws of 1942, commonly referred to as the Stackhouse Law which were frequently cited by investigators of this Commission's staff in conferences with employers and personnel managers of industrial plants.

Both of these measures, the FEPC and the State's Stackhouse Law, are designed to prevent employment discrimination by employers engaged in defense contracts. Because these two protective measures, to which the Negro workers accredit responsibility for their war-time gains are specifically war instruments, the fear of post-war insecurity possessed by the majority of the Negro war workers is born of anticipation of what will happen when the war ends and curtailment of war contracts bring sudden drops in production and employment.

Considering the present rise of Negro employment in New Jersey manufacturing industries to 8.9% from the 2.03% of 1940, an increase of 6.87% is indicated. The true increase is probably larger than that represented by the 6.87% figure due to inability to obtain complete data from all industries. However, this 6.87% may be accepted as a conservative estimate of the proportion of Negro workers who were either confined to manual or custodial jobs and barred from skilled and semi-skilled production trades before the application of the Federal FEPC and the State's Stackhouse Law to compel employment without discrimination.

Members of this Commission, looking forward to the post-war period, anticipate acute problems and fear the strife which may arise if these war-time instruments, designed to maintain democratic rights to equal employment opportunity to all citizens during the war emergency are not redesigned to effectively safeguard the employment security of minority groups during the post-war era.

EMPLOYMENT

RECOMMENDATIONS

In the judgment of the members of this Commission, the most important and the most serious problem facing New Jersey Government and private industry in the post-war period will be the difficult task of creating full employment and job-security for all citizens willing to exchange their time and skill for a proper wage.

Believing, too, that the right to "life and the pursuit of happiness" is futile without equality of opportunity for employment at one's highest skill; that denial of this equality of opportunity for gainful employment to this State's public policy and detrimental to the essential principles of democracy, we recommend the enactment of a measure providing that:

It shall be unlawful for any employer engaged to any extent in the production, manufacture, distribution or sale of any material, equipment or supplies; or engaged in the construction of any public work program for the Federal Government in this State, or for the State of New Jersey, or for any county or municipality of the State of New Jersey, to refuse to employ any person in any capacity on account of the race, color, religion or national origin of such person; or to dismiss from employment any person because of reasons of the race, color, religion or national origin of such person.

All State, County and Municipal contracts engaging any employer to perform any service for which payment will be made from public funds shall contain in the contract a provision obligating the contracting employer not to discriminate against any worker because of the race, color, religion or national origin of the worker.

The provisions of this Act shall apply to any and all public utilities corporations, railroads and transportation companies operating anywhere in the State of New Jersey under the supervision or regulations of the New Jersey Public Utilities Commission, or operating under franchise granted by the State of New Jersey, or any County or Municipality of the State of New Jersey.

Violations of the provisions of this Act shall be punishable as misdemeanors, subject to fine or imprisonment, or both.

* LAW ENFORCEMENT AND CIVIL LIBERTIES *

RECOMMENDATIONS

To enjoy equality of opportunity with the general population for self-support, economical and cultural development, the urban colored population of New Jersey must enjoy equal protection of the laws, with respect to all laws, particularly those that were especially designed to protect his own civil liberties.

Members of this Commission have reviewed and appreciate the numerous and splendid provisions that have previously been enacted into laws by the Senate and General Assembly of the State of New Jersey forbidding discrimination against any person in his civil rights because of his race or religion.

Commending the honorable intentions of the legislative and executive departments of this State, members of this Commission are, however, of the opinion that something has failed to give real significance to the declared principles of the State.

Members of this Commission, therefore, submit the following proposed measure for consideration, and recommend its enactment into law:

AN ACT prohibiting discrimination against a citizen in the enjoyment of his Constitutional Rights and Privileges and his Civil Liberties.

WHEREAS, it is declared to be the public policy of the State of New Jersey, that any and every expression of discrimination prevailing, directly or indirectly, against any citizen on account of race, color, religion or national origin, is opposed as inconsistent with the State's doctrines and practices; therefore,

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

The application of any practice of discrimination with respect to race, color, religion or national origin to deprive, abridge or deny a citizen any Constitutional Right and Privilege, or Civil

LAW ENFORCEMENT AND CIVIL LIBERTIES

RECOMMENDATIONS

Liberty guaranteed by Legislative enactment is hereby declared unlawful.

Any person who shall ; because of the race, color, religion or national origin; discriminate against any citizen to deprive, abridge or deny such citizen the full enjoyment of his Constitutional Rights and Privileges and Civil Liberties as a citizen of this State; or

Any person who shall aid or incite another to deprive, abridge or deny any citizen the full enjoyment of his Constitutional Rights and Privileges and Civil Liberties as a citizen of this State because of the race, color, religion or national origin of such person,

Shall be guilty of a misdemeanor and punishable by a fine of not less than \$100, nor more than \$500, or imprisonment for not more than three years, or both.

The Attorney General of the State of New Jersey is hereby empowered to assist, if necessary local prosecutors in enforcing the provisions of this Act; and, in the judgment of the Attorney General, to take over the functions of the prosecutor's office of any county of this State when the local prosecutor erroneously refuses or fails to, effectively, prosecute violations of the provisions of this Act, in any particular instance.

This Act shall take effect immediately.