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ANNUAL REPORT



JULY 1, 1957 to JUNE 30, 1958

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State of New Jersey
Department of Education
Division Against Discrimination

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STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

DIVISION AGAINST
DISCRIMINATION

1100 RAYMOND BOULEVARD,
NEWARK 2

162 WEST STATE STREET,
TRENTON 25

*To the Honorable Robert B. Meyner, Governor of
the State of New Jersey; and members of the
Legislature of the State of New Jersey:*

SIRS :

In accordance with the provisions of Section 8 of Chapter 169, Public Laws of 1945, we have the honor to submit the following report of the activities, accomplishments and recommendations of the Division Against Discrimination and the Commission on Civil Rights for the annual period ending June 30, 1958.

Respectfully,

FREDERICK M. RAUBINGER,
Commissioner of Education.

JOHN P. MILLIGAN,
Assistant Commissioner of Education.

FOREWORD

The Annual Report of the Division Against Discrimination for the year 1957-58 includes, as usual, information concerning the activities of the Division during the year. Two items are worth special mention; namely, the opinions of the court in the swimming club case, and the reference to the compliance functions study.

It is no easy task for representatives of the Division to determine when a swimming pool, or any other place, is a private club or is, in fact, a place of public accommodation. If it be a private club, it is, of course, not subject to the jurisdiction of the Division. The opinions of Judges Artaserse and Thompson in the case in question point up the responsibility of the Division staff to proceed with great care.

The report of the distinguished group of evaluators who presented the compliance functions study is welcome. Indeed, it is long overdue. The Director of the Division has sought funds for such an evaluation for several years. At last, an important phase of the evaluation has been completed. Undoubtedly, it will be of great value in improving the work of the Division which has, already, a distinguished record of progress in the field of civil rights in our State.

F. M. RAUBINGER,
Commissioner of Education.

PROGRESS AND PROSPECTS

The right to obtain employment and to advance on the basis of merit; the right of equal access to education and to places of public accommodation; the right to rent or purchase publicly assisted housing—today, these rights are declared and undergirded by legislation in New Jersey's comprehensive Law Against Discrimination.

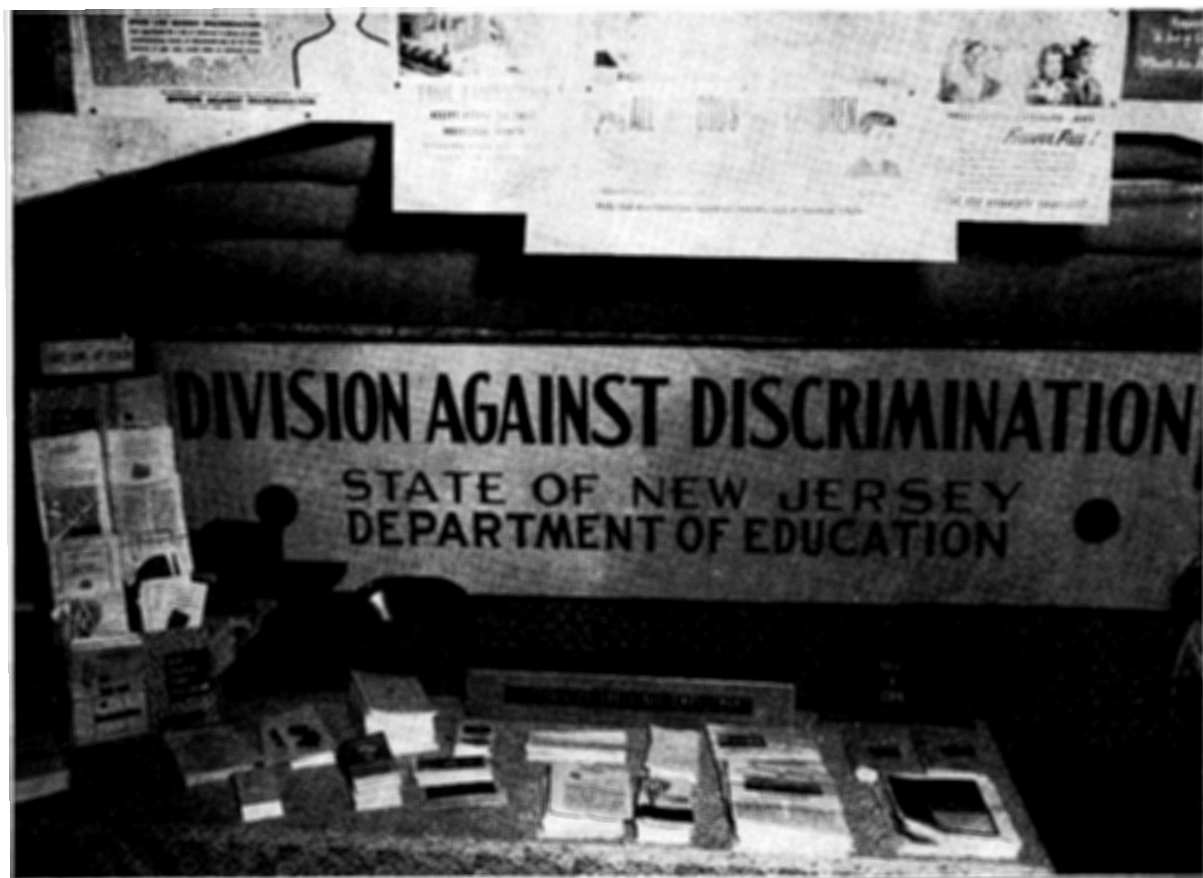
The first segment of this law, passed in 1945, pertained to fair employment, regardless of race, creed, color, national origin or ancestry. In 1947 the State Constitution was revised to include a section in Article I, under Rights and Privileges, which declared against discrimination in civil or military rights and against segregation in the militia or in public schools, because of religious principles, race, color, ancestry or national origin. In 1949 an amendment, known as the Freeman Act, was enacted to cover educational institutions and places of public accommodation. In 1951 an amendment forbidding employment discrimination because of military status was passed. In 1954 the law was amended to provide access to housing built with public funds or public assistance; and in 1957 an amendment was added to include housing covered by FHA or VA and other government guaranteed loans. The above areas are under the jurisdiction of the State Division Against Discrimination.

In addition, there exist laws in our State which make it illegal for savings and loan associations, banks, and other lending institutions to discriminate in the granting of mortgage loans. These provisions are administered by the Commissioner of Banking and Insurance.

New Jersey citizens can share a measure of pride in contrasting the legislative progress shown within a period of thirteen years against the slow pace in civil rights legislation between 1776 and 1945.

In 1776 the New Jersey State Constitution declared for religious freedom for Protestants. In 1881 it became illegal in New Jersey to deny admission of a child to public school on account of color. In 1884 it became illegal to deny services of places of public accommodation on account of race, creed, color or national origin. These two latter laws did not greatly advance freedom of opportunity to the minority group person, because the laws set forth no clear remedy. The only effective recourse for the aggrieved person was to engage a lawyer to sue for the rights to which the law entitled him. Very few litigants sought redress against denials of freedom under these early laws.

The statement is frequently made that the problems of discrimination cannot be resolved by law; the implication is that education is



the answer to problems of discrimination. The truth is both law and education are important in eliminating discrimination. For one thing, it is a long-time educational program which has fostered a climate in New Jersey favorable to the passage of our present anti-discrimination laws, and which has favored their enforcement without undue conflict. In the second place, the operation of the law itself is a distinctly educational process. Perhaps the most effective way in which people can learn that a person is competent, even though he may be of a different color or religion is by associating with him. When the law operates to bring, for example, Negro salesgirls into a department store which has heretofore been closed to them, the white salesgirls then have the opportunity to learn firsthand that Negroes can work as efficiently in this type of employment as anyone else. Thus we see that the question is not whether law or education is more important in eliminating discrimination; rather it seems apparent that each supplements and complements the other.

The machinery by which laws against discrimination operate in their enforcement phases is through the filing of complaints by aggrieved individuals. When an aggrieved person files a complaint with the Division Against Discrimination, the law directs the Commissioner to make prompt and thorough investigation to determine whether or not there is reason to credit the allegations of the complaint; and if there is, to seek to conciliate and to adjust the complaint. There seems to be no question that the New Jersey Division, as well as other State agencies, has been most effective in conciliating the complaints of aggrieved persons where discrimination has been found to exist.

The scope of freedom of opportunity has been greatly expanded for all citizens of the State of New Jersey as a result of broad educational programs. Over the years the Division staff has carried on an extensive exhibit program through which vast quantities of literature have been distributed, and visual exhibits displayed at the State and agricultural fairs, as well as at State conventions and conferences. Such exhibits have been valuable in bringing to great numbers of people the scope and merits of the anti-discrimination laws.

Another effective program has been carried on in the public schools. The program which the Division has stimulated, in conjunction with other agencies, particularly the Curriculum Division of the State Department of Education, over a period of years has had a noticeable effect in improving the attitudes and practices of the students who have come through our schools in the past decade.

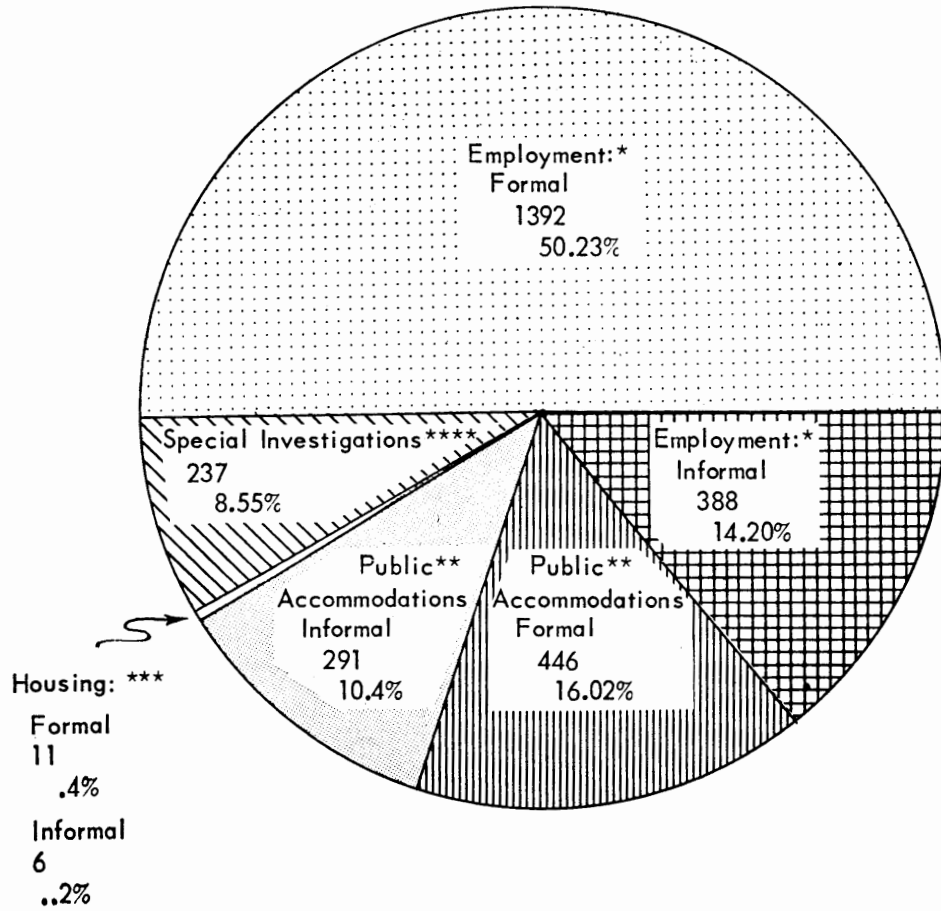
Still another intangible and immeasurable program is that which has involved the Division staff members in speaking to groups, and in participating in conferences throughout the State.

For those working in the sensitive area of civil rights, even in this State which has taken acknowledged leadership, the scene is not always encouraging. Workers in this Division see the monumental task still to be accomplished. The problems ahead at times seem so vast that they tend to obscure the great achievement already made. We need to remember that ten years ago, over fifty school districts maintained segregated schools for elementary pupils, where today no illegal segregation exists. Ten years ago there were segregated units in the New Jersey National Guard; today this is no longer true. Negroes occupy positions of prominence and influence in the Guard. Most places of public accommodation, today, do not discriminate; this was not true a decade ago.

Industry, voluntarily as well as in conformity with the law, has changed its hiring and upgrading policies and practices. Minority group members are employed in job categories today, where they were barred. There has been a slower advance in white-collar, supervisory and executive level positions, but recent industrial surveys conducted by the Division staff show a better trend in this direction.

It does appear that any fair evaluation of the status of civil rights in New Jersey today would show that a marked advance has been made over what prevailed in 1945. Mindful of the task ahead, it can be said that the Division Against Discrimination has contributed in considerable measure to this advance. The staff of the Division, together with the members of the Civil Rights Commission, pledge themselves to continue their efforts on behalf of civil rights advances in our State. With the continued help of an enlightened public, New Jersey will achieve still greater heights in equality for all citizens.

Figure 1
Number and Percent of Cases
Handled in Different
Categories
1945 to 1958



- * Employment from 1945
- ** Public Accommodations from 1949
- *** Housing from 1954 (Public) 1957 (Public Aided)
- **** Investigations from 1945

COMPLIANCE
Case Statistics July 1, 1957 to June 30, 1958

TABLE I
ANALYSIS OF COMPLAINTS RECEIVED

Complaints Received 7/1/57-6/30/58							
	In Process 6/30/57	1st 6 Mos.	2nd 6 Mos.	Total Rec'd	Total Processed	Aggregate Received 7/1/45- 6/30/58	In Process 6/30/58
Employment:							
Formal	90	70	33	103	193	1392	49
Informal	12	2	11	13	25	388	6
Public Accom-							
modations:							
Formal	24	34	18	52	76	446	17
Informal	7	8	5	13	20	291	5
Housing:							
Formal	0	4	7	11	11	11	10
Informal	0	1	5	6	6	6	3
Special Inves-							
tigations	21	11	12	23	44	237	19
Total	154	130	91	221	375	2771	109

TABLE II
ANALYSIS OF COMPLAINT DISPOSITION

	Adjusted	Withdrawn	Dismissed	Total Disposition	Aggregate Disposition 7/1/45- 6/30/58
Employment:					
Formal	53	6	85	144	1343
Informal	9	0	10	19	382
Public Accommodations:					
Formal	44	1	14	59	429
Informal	7	3	6	16	286
Housing:					
Formal	0	0	1	1	1
Informal	0	0	3	3	3
Special Investigations..	9	2	13	24	218
Total	122	12	132	266	2662

TABLE III
FORMAL COMPLAINTS CLOSED BY NATURE OF DISPOSITION

	Total Closed	% of Total	Adjusted No. %	Dismissed No. %	Withdrawn No. %
Employment . .	144	100%	53 36.8%	85 59%	6 4.2%
Public Accom-	59	100%	44 74.5%	14 23.7%	1 1.8%
modations . .					
Housing	1	100%	0 0	1 100%	0 0
Total	204	100%	97 47.5%	100 49%	7 3.5%

Analysis

During the fiscal year extending from July, 1957 through June 30, 1958, the Compliance section of the Division received and conducted 221 separate investigations on the several levels embraced by New Jersey's comprehensive Civil Rights laws and also continued to process 154 cases from previous years. Included were 23 special investigations conducted under Division initiative. The total of 123 employment cases and 65 public accommodations formal complaints received during the year shows but slight change in case load from the experience of the preceding fiscal year July 1, 1956 to June 30, 1957.

As a probable reflection of economic conditions in the State, however, there was a decline in the number of complaints alleging "refusal to hire" and an increase in alleged discriminatory dismissal of minority group workers as is shown below:

Nature of Complaints Received	Number and Per Cent					
	1955-56		1956-57		1957-58	
Refusal to hire	73	70.9%	64	61%	56	57%
Dismissals	11	10.6%	13	12%	27	28%
Up- or down-grading..	3	2.9%	12	11%	6	6%
Other	16	15.6%	17	16%	9	9%
Totals	103	100%	106	100%	98	100%

No significant changes were noted in either the volume or nature of formal complaints involving places of public accommodations, except for an important reclassification of public housing and publicly-assisted housing made necessary by a legislative amendment of June 5, 1957. Prior to this enactment, public housing complaints were processed as a category of public accommodations. The new amendment, however, provided a broader definition of "publicly assisted" housing which required the creation of a new complaint category devoted exclusively to all housing investigations formal or informal. At the close of the fiscal year, this registry contained eleven formal complaints and six informal complaints.

Public Hearings

Ten public hearings have been held on complaints which failed of resolution by conciliation since the Division Against Discrimination came into existence in 1945. The first public hearing was held in May, 1951, the most recent in January, 1958. These hearings stemmed from the verified complaints of 26 individuals. All but two hearings involved a multiple number of complainants. Four of the hearings were concerned with beach clubs and swimming pools; three were called against taverns; and one each against a local board of education, a skating club, and a railroad company. Five hearings resulted in Cease and Desist Orders; three were resolved by Consent Orders; and two were dismissed.

THE LAW IN ACTION

Employment

Complaints were brought by two Puerto Rican workers against an employer and his agents alleging discriminatory working conditions, and against the union for failure to give them protection and proper representation. Investigation disclosed a shop in which 55% of all workers were Puerto Ricans. While there was evidence of only slight tension in the plant, this condition could not be said to be attributable to employer, supervisors, or union.

Puerto Ricans accused the union and they in turn were charged with anti-union attitudes. Two factions of leadership in the Puerto Rican community were responsible for the discontent of some plant workers. One plant foreman bore the reputation of being "tough" in the use of language with all workers, but to Puerto Ricans who were suspicious, his actions held special significance.

The situation demanded mediation and interpretation to meet an obvious lack of sympathetic communication because of language and cultural barriers. Conferences were arranged by the Division bringing together Puerto Rican and union leadership, following forthright discussions with employer representatives. Out of these conferences grew agreement on the part of the union to promote better communication with the rank and file of all workers, through meetings and printed material in English and Spanish. Puerto Rican leadership agreed to place greater emphasis on the understanding and acceptance of responsibility to the union.

Public Accommodations

A young Negro professional man accompanied white associates to a privately-owned and operated golf course where his friends had played on other occasions. The party was denied the facilities of the course on the pretext that it was a private membership club, despite the earlier acceptance of green fees from the nonmember white persons in the party.

Attempts at investigation were retarded by the recalcitrant operator, until a subpoena was issued to make available the necessary records for examination. Although there was but the most feeble pretense at "private club" operation within the meaning of the law against discrimination, the respondent refused his counsel's advice and retained a second firm to defend his right to discriminate. When confronted with

the facts and with the single alternative of public hearing, the respondent yielded to his second counsel's advice, entered into a Memorandum of Agreement, and has altered his policy and practices to conform to the law.

Housing

In July 1954 the New Jersey Legislature amended the Civil Rights Law authorizing the Division Against Discrimination to enforce State laws dealing with housing "built with public funds or public assistance." It was not until June 1957 that this general and inconclusive language was sharpened to define "publicly assisted housing" in a more meaningful manner. This definition was made to include:

"... all housing financed in whole or in part by a loan, whether or not secured by a mortgage, the repayment of which is guaranteed or insured by the Federal Government or any agency thereof." (NJSA 18:25-5k)

At the closing of the fiscal year, seven complaints had been registered against developer-promoters of privately owned housing projects and four grievances against real-estate brokers. Seven of these charged denial of right to rent or lease homes, and four complained of refusal of their desire to purchase.

At least two of the housing complaints being processed at the close of the year appeared to be tending toward public hearing.

DECISIONS AND AGREEMENTS

Town Tavern in Bordentown

Complaints filed against the Town Tavern in Bordentown, New Jersey, by two Negroes were investigated and a finding of probable cause of discrimination was made. The owner of the tavern was unwilling to adjust the complaint through conciliation so that a public hearing was called for January 7, 1958. Dr. John P. Milligan, Assistant Commissioner of Education, presided at the hearing. Complainants Curly Mack and Walter P. Fuller were present and testified. Complainants were represented by Thomas P. Cook, Deputy Attorney General. The respondent was represented by counsel in the person of Anthony P. Tunney, Jr., of the law firm of Powell and Davis. Testimony was taken and evidence was presented.

The Commissioner found that discrimination had in fact occurred, and ordered the respondent, Anastasia Koslukewicz t/a Town Tavern, and his employees to cease and desist from unlawfully discriminating against colored persons. The Order further required the respondent to extend forthwith full and equal privileges to all orderly persons and to issue orders to his employees to do likewise. The respondent was required further to notify the complainants in writing that he would serve them at any and all times they might request his services.

Division representatives have not been able to determine whether complainants have received services at Town Tavern, but the Division has knowledge that at least two other Negroes were served by the proprietor with all possible courtesies.

Sun and Splash Club

In 1950, the Division received complaints of discrimination against the Sun and Splash Club in New Brunswick. Because of the unavailability of witnesses, the Division was not able to take any action in connection with these complaints. In later years, however, when complaints were filed, the Division was able to process them and in the course of time got to the point where it was necessary to examine records of the club in order to determine whether or not it was in fact a private club or a place of public accommodation. Owners of the club refused to permit representatives of the Division to see their records, holding that this was a private club over which the Division had no jurisdiction. The Division resorted to the issuance of a subpoena to secure the information needed. Owners of the club refused to honor this subpoena and Deputy Attorney General Thomas P. Cook appeared

before Judge Artaserse in the Superior Court in Middlesex County on October 11, 1957, at which time Mr. Stephen Strong, representing the Sun and Splash Club moved to have the subpoena quashed. After hearing the argument from counsel for both parties, Judge Artaserse ruled that the Division had the right to issue subpoenas and that the owners of the club would have to honor them. The words of Judge Artaserse are significant. He said in part:

“I have come to the conclusion that the Division Against Discrimination, Department of Education, and John P. Milligan, Assistant Commissioner of Education, should have and exercise a right of subpoena, as provided by statute.”

Judge Artaserse admonished the Division and Dr. Milligan to pursue the matter with discretion, not asking for more in the subpoena than was necessary to answer the questions at issue.

Judge Artaserse then gave to Mr. Strong his opinion that the Sun and Splash Club should confer with Dr. Milligan and say that they were willing to submit to any reasonable inquiry in order to show that it is a private club, if it is.

Following the decision given by Judge Artaserse, the Division again proceeded with its investigation and was successful in getting a Consent Order from the owners of the Sun and Splash Club, which indicated that this club would not discriminate and would not use club membership as a device to discriminate against persons on account of race, color, or creed. The Consent Order was filed on January 7, 1958.

In the summer of 1958, it came to the attention of the Division that the Suburbia Swim Club was now operating in the same place where the Sun and Splash operated, and it was alleged that the Suburbia Swim Club is using the club device to exclude Negroes. In the opinion of Deputy Attorney General Thomas P. Cook, there was reason to believe that the allegations of discrimination were true. This he held was a violation of the Consent Order. He, therefore, went to the Superior Court in Middlesex County and charged that the owners and managers of the Suburbia Swim Club were attempting to operate it as before by the use of a new name. The owners of the Suburbia Club were then asked to show cause why an injunction should not be issued against them. Judge Du Bois S. Thompson heard the arguments of counsel for both parties. He ruled that the State had failed to present sufficient evidence to prove that the Suburbia Swim Club was related to the former Sun and Splash Club. He said he would not grant an injunction.

The matter is now in the hands of the Attorney General who will appear in Court at a hearing in the near future. The matter is, therefore, now before the Court.

FHA-VA Agreements

In June 1957, the New Jersey Division Against Discrimination was given jurisdiction over discrimination in all types of housing guaranteed by federal mortgages and/or loans. One year earlier, in July 1956, the New York State Commission Against Discrimination had received jurisdiction over similarly aided housing, except that its coverage was not so broad as that of the New Jersey law. Upon passage of its legislation, the New York Commission immediately sought to establish agreement with the FHA and with the VA concerning procedures. The New York Commission was successful in establishing such agreements.

When the New Jersey law was passed in June 1957, the Division Against Discrimination sought to make effective agreements with FHA and VA. The Division has been successful. The FHA agreed at once to affix to all applications a statement which informed the applicant that if he were found to be in violation of the Anti-Discrimination Laws of New Jersey that FHA might refuse him further guarantees.

The agreement with the VA is even more strongly worded and has an added feature of considerable value. The VA notifies the Division Against Discrimination when certificates of approval have been granted to a prospective builder. This gives the Division the opportunity to call upon the builder and to acquaint him in detail with the provisions of the Anti-Discrimination Law covering housing. The VA agreement, of course, applies only to veterans and not to all others as does the FHA agreement.

All contacts the Division has made with FHA and VA officers have been well received and excellent rapport has been established with these agencies.

New Jersey State Library

SURVEYS AND STUDY PROJECTS

Railroad Employment in New York and New Jersey

For over two years the New Jersey Division Against Discrimination and the New York State Commission Against Discrimination have worked in cooperation on a survey of nineteen railroads which traverse the two States. The purposes of this study were to ascertain the facts of Negro employment; to measure the extent to which change of old patterns had been effected since the passage of laws against discrimination; and to discover if possible from these facts the direction of future effort.

The report covers 68 job categories manned by 83,809 employees working in New York and New Jersey. Thirteen tables spell out the number of employees in the work force by State, listing the number and percentage of Negro workers engaged in each category.

The study also includes four tables showing the jurisdiction of 39 different labor unions.

The report indicates that striking advance has been made on one of the railroads included in the study. But, on the whole, the picture which is presented dramatizes the necessity for unremitting effort to change an aspect of employment that still retains the vestiges of discrimination based on race and color.

In the conclusion, the report states: "An affirmative position by the railroads will have the full support of the New Jersey Division Against Discrimination and of the New York State Commission Against Discrimination, and we believe will be endorsed by all agencies of government and by those agencies which are sources of recruitment for new workers. Such a policy will denote more than mere compliance with the laws against discrimination; it will add strength to the democratic process in the two States and in the nation."

Tri-County Industrial Survey

In last year's Annual Report there was a summary of findings on the industrial survey conducted in Hunterdon, Sussex and Warren counties. The full report is now available.

"With the completion of this tri-county survey of employment policies and practices of industry, all 21 counties have been surveyed by the Division Against Discrimination since its establishment in 1945. Findings in the three western counties indicate general improvement in industrial employment since the earlier surveys. The Division representative visited 160 companies located in 42 communities in Hunterdon, Sussex and Warren counties employing 18,628 workers. Of this number 249 are Negroes, 184 are Jews, 69 are Puerto Ricans, and 80 are Displaced Persons. Most employers stated that their policies were to recruit workers without regard for race, creed, color or national



Mr. Theodore Leskes (Left) and Mrs. Mildred Mahoney of the Evaluating Team confer with Assistant Director Harold A. Lett.

origin. However, the small number of minority group members residing in this area does not provide sufficient opportunity for them to put fair employment practices into full effect. A shortage of rental housing available to Negro and Puerto Rican workers has been an important factor in limiting employment of minority group members."

Interracial Neighborhoods in New Jersey Communities

When the housing amendment was signed into law last year, the Division immediately set up a study to discover to what degree interracial neighborhoods existed in New Jersey. Staff members Thomas H. Bogia and Emmett E. Spurlock visited neighborhoods in the northern, central and southern parts of the State where Negro and white families were reported to be residing. Another staff member, J. Forbes Smith took on-the-spot photographs of those neighborhoods where these reports were substantiated.

The findings and the photographs were assembled into a one-page supplement carried in the Spring issue of the Division Review. An additional 17,500 copies were printed for distribution to organizations and interested persons, as well as for quantity distribution to real estate interests and financial institutions.

The study covered Bergen, Essex, Mercer, Middlesex, Monmouth, Burlington, Camden and Cape May counties. Private homes and rental housing; old and new structures; \$8,000 to \$50,000 homes; rentals from \$67 to \$112; cooperative apartments—were included in the range of coverage.

Two important points emerge from the Study. 1. Interracial neighborhoods exist in many parts of New Jersey. 2. Real estate values in these neighborhoods have been enhanced or have remained stable.

Compliance Functions Study

With funds made available by Governor Meyner, four persons were invited to study and evaluate the compliance operation of the Division Against Discrimination. Members of the team spent a minimum of four days each at the Division's Newark office studying procedures and conferring with field staff representatives. Following their studies at the office, each member stated his findings, including satisfactory operational procedures as well as those which can be improved. A subsequent meeting of the team resulted in the compilation and issuance of a single report. Decision concerning use of the report will be made by the Commissioner and the State Civil Rights Commission. Those participating in the study were: Mrs. Mildred H. Mahoney, Chairman of the Massachusetts Commission Against Discrimination; Dr. Milton R. Konvitz, Professor, School of Labor and Industrial Relations, Cornell University; Mr. Theodore Leskes, Director of the Legal Division of the American Jewish Committee; and Mr. Milo Manly, Deputy Director of the Pennsylvania Fair Employment Practice Commission. Dr. Konvitz acted as Chairman.

GENERAL EDUCATION AND PUBLIC RELATIONS ACTIVITIES

Housing

Plans for a broad educational program were set in motion following enactment of the housing amendment on June 5, 1957, under which the State Division Against Discrimination was given jurisdiction over discrimination in the sale or rental of properties covered by F. H. A. or V. A. guaranteed loans. Division staff members met with Deputy Attorney General Thomas P. Cook to discuss the implications and responsibilities of administering the new legislation. On June 14, Edward Rutledge, Housing Director of the New York State Commission Against Discrimination came to the Division office for a conference with the staff to report on the New York commission's experience during the previous year with the Metcalf-Baker Law, which is similar in many respects to New Jersey's law.

The Division revised its Primer on the Law to include the new housing provision, and prepared an informative brochure, "Housing for Your Family in New Jersey." Both items have been given wide distribution.

Governor Meyner called a conference in Trenton on September 18, 1957, to review the recently-enacted housing legislation, and to seek the cooperation of real estate and financial interests in implementing the act. This conference was followed by meetings of Division officials with the Commissioner and members of the State Department of Banking and Insurance, the Real Estate Commission, and with several local real estate boards.

State leaders attended a special housing conference called by the Women's State Council on Human Relations in Newark on January 29, 1958. Attendants included representatives of the leading State women's organizations, members of municipal civil rights commissions, the chairman and a member of the State Civil Rights Commission, and four Division staff members, and leaders representing agency members of the State Conference on Intergroup Relations.

Two other housing items were also issued by the Division during the year. One, compiled from leading studies on open occupancy housing; the other, based on a Division survey of interracial neighborhoods in New Jersey.

Housing investigation and complaints are dealt with under the Compliance section of this report.

VOCATIONAL GUIDANCE

Guiding Statement for Public Schools and Guidance Counsellors

The statement which follows is not intended to be a complete treatment of all phases of guidance. It was developed primarily to assist counsellors in their work of occupational guidance, placement and college admissions.

1. Implicit in the Bill of Rights, the constitution of New Jersey and of our Nation, is the recognition that all New Jersey public school youths shall be afforded the same degree and quality of guidance counselling regardless of their race, religion, or nationality.
2. The guidance of all public school youths should include:
 - a. Keeping them informed of the needs for qualified workers in occupations or professions in the local, State, and national labor market, and of the advantages of college education and other types of post-high school education.
 - b. Realistic discussion of problems of discrimination and attitudes of prejudice in employment and in admission to post-secondary schools and their effects upon society.
 - c. Publicizing to the public school youths, their parents, and employers the provisions of the New Jersey laws against discrimination in employment and in public school admissions through the existing curriculum, through guidance programs, and through community contacts.
 - d. Permitting youths, fully informed, to decide what employment opportunities they will seek and to what post-secondary schools they will seek admissions.

The statement was developed with the cooperation of the following:

Officers and Executive Committee, New Jersey Federated
Boards of Education

Officers and Executive Committee, Guidance and Personnel
Association of New Jersey

New Jersey County Superintendents of Schools

Officers and Executive Committee, New Jersey Department of
Superintendents

Officers and Executive Committee, New Jersey Secondary
School Principals' Association

Division Against Discrimination

Division of Curriculum and Instruction

Division of Vocational Education

JOHN P. MILLIGAN, *Assistant Commissioner of
Education, Division Against Discrimination,*

ABLETT H. FLURY, *Assistant Commissioner of
Education, Division of Curriculum and In-
struction,*

ALBERT E. JOCHEN, *Assistant Commissioner of
Education, Division of Vocational Education.*

The above statement was released on September 30, 1957 to superintendents of schools and to boards of education. The boards were asked to recognize the statement and indicate to school officials that the practices covered in the statement will be the policy for guidance counsellors to observe in the public school system. Superintendents were asked to cooperate with their local boards of education and with their guidance departments in implementing the stated policy.

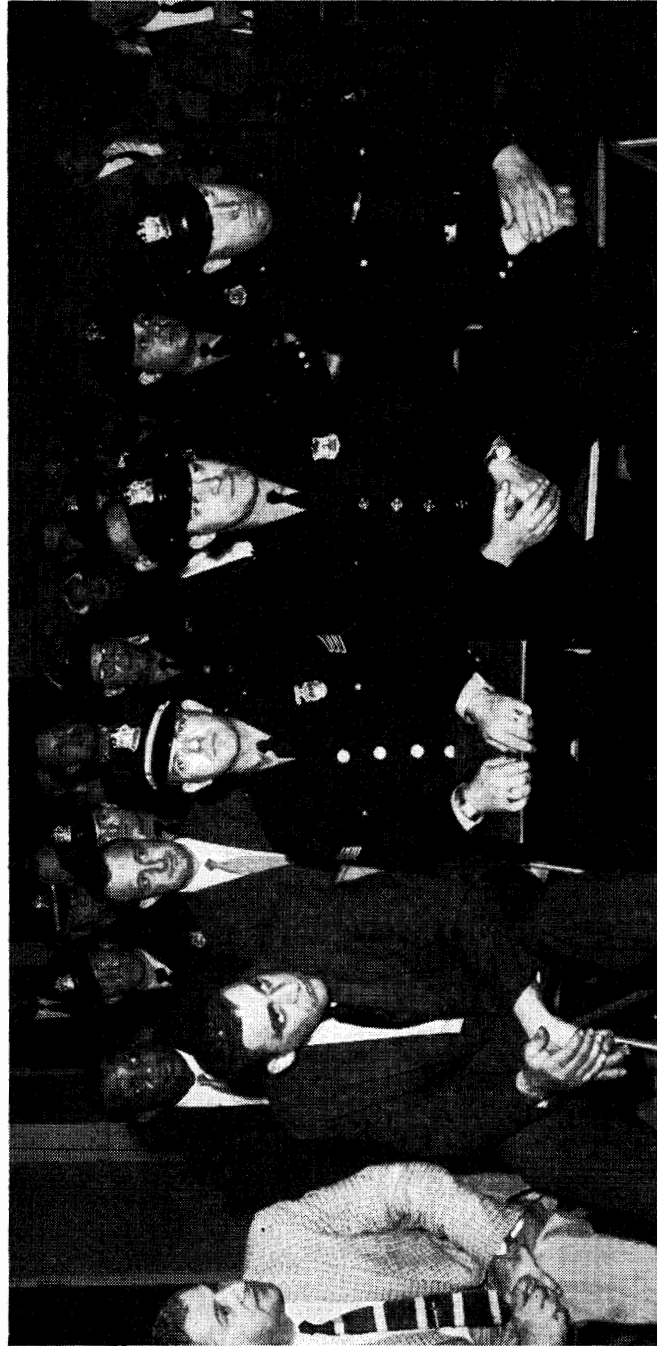
Teacher Education Programs

Members of the Division staff have been meeting with senior teacher education students in New Jersey colleges as a part of a continuing project initiated three years ago. Staff members have told students about the Division's work and have stressed the future teacher's responsibility in the field of civil rights. A kit of teaching materials dealing with human relations was presented to each senior student. Division representatives have met with seniors of the following colleges: the six State colleges at Glassboro, Jersey City, Montclair, Newark, Paterson and Trenton; Rutgers University, Douglass College, Seton Hall University, Shelton College, Upsala College, Georgian Court, Rider College, Fairleigh Dickinson College, and the College of Saint Elizabeth.

Hunterdon County Institute for Teachers

Thomas H. Bogia, Senior Field Representative of the Division has been meeting with school administrators during the year to promote workshops in human relations for teachers.

Plans are under way to hold such a workshop in Hunterdon County as part of the County Institute for Teachers on Wednesday, October 15,



Police Institute, Trenton City Police

1958 at Hunterdon Central High School in Flemington. The Division, with the cooperation of the county teachers' association, and Dr. Kenneth Woolf, County Superintendent of Schools, will conduct a Workshop in Human Relations for secondary teachers of social studies. Joseph McGoff, teacher in the High Bridge High School is Chairman of the Workshop Planning Committee. The morning session will include a discussion based on, "Know Your Human Relations," a compilation of pertinent materials gleaned from literature produced by national human relations organizations. In the afternoon, a film, "For Fair Play," will precede a discussion on civil rights in New Jersey. Dr. John P. Milligan, Director of the Division will conduct the sessions.

Police Training Programs

STATE POLICE

On October 29, 1957, a conference was held in the office of the Attorney General in Trenton, at which Colonel Joseph D. Rutter, Superintendent of State Police, Thomas P. Cook, Deputy Attorney General, and Dr. John P. Milligan discussed means by which education for better human relations leading to better control of racial tensions could be established. As a result of this conference, a program was developed in cooperation with Col. Rutter, Major Doyle and Captain Harris of the State Police whereby Division representatives would conduct sessions in human relations for the beginning class at the State Police Academy, as well as for the State-wide in-service program; and as a part of regular police training in the institutes operated by the State Police for local police officers.

During January, February, and March, Dr. John P. Milligan, Mr. Harold A. Lett, and Mr. Charles Ashley conducted 18, two-hour sessions at Hammonton Armory, Morristown Armory, and West Trenton Barracks for Troops A, B, and C. The film, "For Fair Play," was used in all 18 sessions as a focal point from which group discussion was developed.

Church-Centered Programs

REGIONAL CHURCH CONFERENCE—PRINCETON

On September 26, 1957, over 200 clergymen and parish delegates attended an all-day Conference on Human Relations at Trinity Episcopal Church and Parish House in Princeton, sponsored by the Women's Auxiliary of the Department of Christian Social Relations of the Diocese of New Jersey, which includes 150 churches and missions in central and southern New Jersey. A member of the Division staff was the discussion leader in one of the four afternoon workshop sessions which covered the topic, "Racial Integration in the Community."

BROTHERHOOD PROGRAMS

During February the Division placed 64 exhibits in churches, church school libraries and at meetings for Brotherhood observances. Members of the staff participated in programs as principal speakers, members of panels and consultants. Human relations materials were sent to service over 500 religious groups of Catholic, Jewish and a number of Protestant denominations.

REGIONAL CHURCH CONFERENCE—NEWARK

On May 24, 1958, about 350 clergymen and parish representatives attended a conference on the Church and Freedom at Trinity Cathedral and Cathedral House in Newark, under sponsorship of the Department of Christian Social Relations of the Diocese of Newark. Principal speakers were Mrs. Eleanor Roosevelt and Dr. Patrick Malin Murphy. A special exhibit prepared by the National Council of the Protestant Episcopal Church was displayed. A Division staff member was on the program committee.

Human Relations Film Project

During the past year members of the Division of Curriculum and Instruction, the Division Against Discrimination, and the Audio-Visual Bureau of the State Department of Education held several meetings with a committee of educators to consider ways in which to advance wider use of human relations films in classrooms throughout the State. The committee expressed interest in developing a study guide to assist teachers in the presentation of such films. It was thought that a group of teachers could be asked to test the three films selected by the committee and record their experiences in a prepared questionnaire.

Essex County Superintendent of Schools, Dr. William S. Twichell, secured approval for the project from local school superintendents in Livingston, Caldwell-West Caldwell, East Orange, Belleville, and Irvington. The films used in these Essex County schools were: "Skipper Learns a Lesson," primary; "Princess in the Tower," intermediate; and "For Fair Play," secondary level. Showings were completed and questionnaires were returned by May 1. An analysis of findings will be submitted to the committee at an early fall meeting, when it will be decided whether to extend the film testing to another county, or to proceed in setting up the study guide based on the Essex County project.

Women's Council on Human Relations

The Women's State Council on Human Relations held two of its 1957-58 quarterly meetings at the office of the Division Against Discrimination, in October and April. The July, 1957 meeting was held in New Brunswick on Annual Visitor's Day, at Rutgers University, where Council members were guests of the Community Leaders' Workshop in Human Relations.

A Leadership Housing Conference, in place of the regular January meeting was held in the conference room of the Newark Board of Education Building on January 29. The Council invited State leaders to hear Edward Rutledge, Housing Director of the New York State Commission Against Discrimination report on New York's experience with the Metcalf-Baker law, which is similar to New Jersey's new housing legislation. Harold A. Lett pointed out the principal differences between the two State laws and urged organizations to acquaint their membership with the provisions of the law. Attendants included representatives of twenty-one State organizations, four local civil rights commission members, two members of the State Civil Rights Commission, and four Division staff members.

The April, 1958 meeting resulted in plans to follow up the Council's housing conference. Organizations will communicate with their local groups the need to make direct contacts with real estate brokers and financial institutions in their communities to ascertain current policies regarding rental or purchase by Negroes and other minority groups in all-white neighborhoods.

Radio and Television Programs

The Director of the Division was interviewed by newsmen on the Rutgers University Program, WAAT, on November 5, 1957. The program was pre-recorded in October. Discussion covered Civils Rights in New Jersey, with reference to schools, public and private housing, fair employment and access to places of public accommodation. This program was re-broadcast during the remainder of that week over twenty-two local New Jersey radio stations.

Governor Meyner's Sunday television program on February 2, 1958, on Channel 13, WATV, centered on a report of the administration of New Jersey's Civil Rights laws. Emphasis was placed on compliance procedures and on the Division's program of education in human relations. Appearing as guests of the Governor were: Dr. John P. Milligan and Harold A. Lett, of the Division; William Short, Manager of Employment R. C. A., Harrison plant; and Theodore Rathjen, member, New Jersey Civil Rights Commission.



Left to right, Harold A. Lett, John P. Milligan, Governor Meyner, William Short and Theodore Rathjen prepare for TV program.

Division Review

Four issues of the Division's quarterly newsletter were mailed to 2,000 persons on the regular mailing list. The Spring Edition contained a one-page supplement with a picture spread showing inter-racial neighborhoods in New Jersey communities. An additional 17,500 copies of this supplement were printed for distribution to real estate operators, financial institutions and community organizations.

Exhibits and Services

The Division's exhibit program has more than doubled its activity within the past year. During Brotherhood Week, over 500 churches carried exhibits, and some 117 other exhibits were placed in schools, public libraries, municipal buildings, banks, stores, plants and other business establishments. Special exhibits were displayed at the Trenton State Fair and the Flemington Agricultural Fair. About 400,000 items of human relations literature were distributed during the year.

The Division also prepared exhibits and/or kits of material for police institutes, church seminars, senior teacher education students in the six State teacher colleges and eight other New Jersey colleges and universities, library institutes, workshops in human relations, meetings and conventions of labor, civic, veteran, PTA's and women's groups.

The Division has had quantities of valuable materials given by the Anti-Defamation League of B'nai B'rith, the American Jewish Committee, the National Conference of Christians and Jews, the National Labor Service, the Jewish Labor Committee, the President's Committee on Equal Job Opportunities, Newark Mayor's Commission on Group Relations, NAACP, and the Urban League of Essex County.

The following communities were served by exhibit materials, literature and services: Asbury Park, Atlantic City, Belleville, Bloomfield, Bordentown, Bradley Beach, Bridgeton, Camden, Clifton, Convent Station, Dover, East Orange, Elizabeth, Englewood, Farmingdale, Fords, Freehold, Glassboro, Hackensack, Haledon, Hightstown, Hillside, Hoboken, Howell Township, Irvington, Jersey City, Kearny, Lincoln Park, Madison, Mahwah, Maplewood, Montclair, Morris Plains, Morristown, Neptune Township, Newark, New Brunswick, Nutley, Orange, Passaic, Paterson, Paulsboro, Perth Amboy, Plainfield, Point Pleasant, Princeton, Red Bank, Riverton, Roselle, Somerville, South Orange, Summit, Teaneck, Trenton, Union, Vineland, Washington, West Orange, and West Trenton.

STAFF ACTIVITIES

As an important part of its educational program Division staff members participate in meetings and conferences on human relations and civil rights throughout the State on a year-round basis. They address meetings, conduct film forums, lead group discussions, act as consultants and panelists, appear on radio and television programs and assist community organizations in planning programs to promote good human relations among all citizens of New Jersey.

During the year staff members made 503 public appearances in 82 New Jersey communities and 10 cities in 6 other States. The Assistant Director visited 15 cities in 12 countries in Europe and the Middle East during July-August, 1957.

More than 271 audiences totalling about 38,000 persons were reached through programs in which staff members were principal speakers. An additional 232 forums and conferences engaged staff members as consultants and discussion leaders.

Below is a summary of the public addresses made by the staff:

No. of Groups	Nature of Group	Approximate Audiences
18	Service Clubs	1300
52	Religious Groups	8500
15	High School Students	8800
21	College Students	4000
10	Other Student Groups	2500
6	Labor Groups	2000
23	Police Institutes	1500
13	Professional Workers	1250
17	Parents and Teachers	2500
19	Women's Clubs	3000
22	Civic Organizations	1500
55	Other Groups, not classified	1200
<hr/> 271		<hr/> 38,050

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

1. Housing for Your Family in New Jersey—Brochure. (July, 1957)
2. Employment Practices in Hunterdon, Sussex and Warren Counties—
Prepared by Carl W. Glatt. (July, 1957)
3. Religious Differences and the Public Schools—Prepared by John P.
Milligan. (April, 1958)
4. Railroad Employment in New York and New Jersey—Joint Report by
the New York State Commission Against Discrimination and the New
Jersey Department of Education, Division Against Discrimination.
(May, 1958)
5. Interracial Neighborhoods in New Jersey Communities—A study by
Thomas H. Bogia and Emmett E. Spurlock. (May, 1958)
6. Open Occupancy Housing—Brochure. Prepared by Marion Courtney.
(June, 1958)

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

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