



Irene Gomez-Bethke Papers.

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MEMBERSHIP APPLICATION

Please print

NAME _____

ADDRESS _____

TITLE _____

TELEPHONE _____

AGENCY/ORGANIZATION _____

NEW MEMBERSHIP _____

RENEWAL _____

DATE _____

(Enclose \$35.00 check payable to: National Association of Human Rights Workers)

**THE NATIONAL ASSOCIATION OF
HUMAN RIGHTS WORKERS**

PURPOSE

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;
2. To facilitate the exchange of knowledge, experience and research among government agencies and private organizations dealing with racial, religious, ethnic, and cultural relations;
3. To advance generally the science, processes and art of intergroup relations and to improve the standards of work in the field, advancing technical and professional knowledge, standards and practice.

Publishers of:

THE JOURNAL OF INTERGROUP
RELATIONS

THE NAHRW NEWSLETTER



**National
Association
of
Human
Rights
Workers**

FOUNDED 1947

MEMBERSHIP BENEFITS INCLUDE:

1. Publications
2. Training
3. Special Studies
4. Chapter Activities
5. Regional Conferences
6. National Conference

STANDING COMMITTEES:

1. Legal & By-Laws
2. Editorial
3. Membership
4. Nominations
5. Conference Planning

SPECIAL COMMITTEES

1. Issues
2. Newsletter
3. Resolutions
4. Conference Host
5. Budget & Finance
6. LCCR Liaison
7. Federal Liaison
8. NAHRW-IAOHRA Liaison
9. International Human Relations

The National NAHRW Office resides with the President. The current President is:

James H. Chase
P.O. Box 101394
Anchorage, AK 99510

The officers of NAHRW are elected at the Annual Conference. Officers include:

President: James H. Chase

President-Elect: Leon Russell

Vice Presidents

Atlantic Region: John Ferron

Southern Region: Henry McKoy

Midwest Region: Marge Conner

Western Region: Eleanor Crow

Secretary: Mary Kraft

Treasurer: Lisa Ramadass

BOARD OF DIRECTORS

Six are elected each year for a three year term. The Past President is appointed for the same term as those elected.

Four are elected At Large each year at the Annual Conference.

Chapter Chairpersons serve as ex-officio Board members.

MEMBERSHIP INFORMATION

The membership year in NAHRW is from October 1 to September 30 of each year.

To join, complete the reverse side of this card, tear it off and send it, along with a check for \$35.00 made payable to the National Association of Human Rights Workers to the address listed in this brochure for the current President.

If you have been recruited by a local Chapter in your area, you may give this form, along with your check, to them and they will forward it to the National Office. At the end of the year, each local Chapter receives a rebate for every paid member in the Chapter, contingent upon complying with the rules established by the Association.



City of Alexandria, Virginia

OFFICE OF HUMAN RIGHTS
110 N. Royal Street
Suite 501
Alexandria, Virginia 22314
(703) 838-4955



All-America City

M E M O R A N D U M

DATE: AUGUST 8, 1984

TO: MEMBERSHIP OF THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
(NAHRW)

FROM: STEPHEN M. LEVINSON, MEMBER, BOARD OF DIRECTORS AND LEGAL
COMMITTEE *SML*

RE: PROPOSED NAHRW BY-LAW AMENDMENTS

On behalf of our Legal Counsel, Anthea Boarman, I am enclosing a copy of some proposed Amendments to the NAHRW By-Laws. The Proposals simply "clean up" the current By-Laws, and should be self-explanatory.

As required, they are being mailed to you at least thirty (30) days prior to the meeting at which they will be considered. This consideration will occur during the business meeting at the Annual Conference, in Cleveland, this October.

Hope all of you are well. Please call if you have any questions.
See you in Cleveland.

SML/srj

PROPOSED AMENDMENTS TO N.A.H.R.W. BY-LAWS

Brackets ([]) signify deletions, underlining signifies additions.

ARTICLE I

The name of this organization shall be the National Association of Human Rights Workers, hereinafter referred to as "NAHRW."

ARTICLE II

The purpose of NAHRW [National Association of Human Rights Workers] shall be: (same thereafter).

ARTICLE III

1. NAHRW [The Association] shall consist of one organization representing the entire body of the membership. [The Association] NAHRW shall maintain a central headquarters office as designated by the board of directors. [The Association] NAHRW may establish divisions within the organization as required.

2. The membership of [the Association] NAHRW shall determine policies of [the Association] NAHRW . . . (same thereafter).

ARTICLE IV

(Same up to Section 3)

3. . . . consult with active NAHRW members in the area from which the application [if] is received . . . (same thereafter).

ARTICLE V

1. [The Association] NAHRW . . . (same thereafter).

. . .

6. . . . information services of [the Association] NAHRW . . . (same thereafter).

7. . . . regular informational services of [the Association] NAHRW . . . (same thereafter).

(Same thereafter)

ARTICLE VI

1. The officers of [the Association] NAHRW . . . (same thereafter).

ARTICLE VI (con't)

2. . . . to serve as the administrative officer of [the Association] NAHRW . . . (same thereafter).

(Same thereafter)

ARTICLE VII

1. Board Membership:

a. Board Members. The affairs of [the Association] NAHRW shall be managed by a Board of Directors. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article XI [; in addition, any of the Board . . . term of office.]. (same thereafter).

. . . .

3. The Board of Directors shall report its actions at [the Association's] NAHRW's annual meeting . . . (same thereafter).

(Same thereafter).

ARTICLE VIII (no changes)

ARTICLE IX

(Same up to section 5)

5. . . .

a. . . .

b. . . .

c. . . . records and property be immediately returned to [the Association] NAHRW . . . (same thereafter).

(Same thereafter).

ARTICLE X

1. The standing committees of [the Association] NAHRW . . . (same thereafter).

a. . . .

b. . . . relating to membership in [the Association] NAHRW . . . (same thereafter).

c. . . .

d. . . . on legal matters relating to [the Association] NAHRW. The chairperson of this committee and its members shall be . . . (same thereafter).

(Same thereafter).

ARTICLE X (con't)

2. . . .
3. Persons not members of [the Association] NAHRW . . .
(same thereafter).
4. . . . whenever the best interests of [the Association]
NAHRW are thereby served . . . (same thereafter).
(Same thereafter).

ARTICLE XI

1. [The Association] NAHRW . . . to conduct the affairs
of [the Association] NAHRW, . . . (same thereafter).
. . . .
4. . . . direction of the President, or the Secretary, [of]
or the officers . . . (same thereafter).
. . . .
7. either in person [of] or by proxy executed in writing
by the member [of] or by . . . (same thereafter).
(Same thereafter).

ARTICLE XII (no changes)
ARTICLE XIII (no changes)
ARTICLE XIV (no changes)

ARTICLE XV

. . . whether before or after the time stated [states] . . .
(same thereafter).

ARTICLE XVI

No part of the net earnings of [the Association] NAHRW shall
be . . . services rendered as such. [The Association] NAHRW shall
not . . . (same thereafter).

ARTICLE XVII

. . . or a fair digest which is sufficient . . . (same thereafter).

ARTICLE XVIII

In official meetingsg of [the Association] NAHRW . . . (same
thereafter).

ARTICLE XIX

1. Members, and only members, of [the Association] NAHRW living in . . . (same thereafter).

2. . . . an official local chapter of [the Association] NAHRW when, after . . . (same thereafter).

3. . . .

4. . . . affiliated with [the Association] NAHRW . . . by-laws of [the Associated] NAHRW . . . (same thereafter).

. . . .

8. . . . contrary to the by-laws or policies of [the Association] NAHRW.

9. . . . no way effect the membership status of persons in [the Association] NAHRW.

10. . . . of its membership and [the Association] NAHRW . . . (same thereafter).

(Same thereafter).



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

NEWSLETTER

James H. Chase, President

The deadline for submissions
for the next NEWSLETTER is
August 31, 1984

SORRY FOR THE DELAY!!! HOWEVER, THE WAIT HAS BEEN WORTH IT! SOME
INTERESTING, VALUABLE AND TIMELY INFORMATION IS INCLUDED.

LEGAL UPDATE

Title VII and State and Local Laws

Kremer v. Chemical Construction Corporation,
102 S.Ct. 1803, 28 E.P.D. 32,674 (1982)

Migra v. Warren City School District Board of Education,
52 L.W. 4151 (1984)

Gonsalves v. Alpine Country Club,
33 E.P.D. 34,150 (1st Cir., 1984)

After the U.S. Supreme Court ruling in Kremer v. Chemical Construction, denying a Right to Sue in federal court to a Charging Party who had appealed his No Cause Determination from the New York Human Rights Commission into a state court, both the human rights commission and the E.E.O.C. became concerned about several issues related to case processing at the state and local level. Employment discrimination cases resulting in No Cause Determinations are usually not given hearings.

The only Record for review by appeal, either to an HRC or to the courts, is the investigative file. Such was the case with NYHRC's file on Kremer who never received a hearing at any level, but was denied access to the federal courts. However, there was hope that the ruling would be narrowly applied to those cases in which Charging Parties voluntarily went to Court for relief.

The next case along these same lines was Migra (above). Migra was a teacher in Ohio, who was denied a teaching contract by the school board. She sued, not on the basis of discrimination but simply on a contract issue. She won in State Court and her contract was reinstated. Then, once back in the system, Migra discovered that one reason she was denied a contract was that she had written a desegregation plan which the administration did not happily receive. Based on that, she sued in federal court under Section 1983 of the U.S. Code for damages for violation of her civil rights. The U.S. Supreme Court broadened Kremer to hold that if the claim of civil rights violation could have been added to the state contract claim, she should have raised it there and now could not pursue a federal remedy. For us in local or state commissions, this means that Charging Parties appearing on newer theories of contract and discrimination, right-to-work, etc. in state courts must be told of the need to raise every issue of civil rights in state court or go to

LEGAL UPDATE, CONT'D.

federal court instead. It raises even more questions about appeals from unemployment hearings in which Charging Parties lost unemployment benefits but did not raise discrimination issues, relying on EEOC or a state or local HRC to investigate those separately. Should they be told to raise all issues or not appeal from U.I.C. decisions?

The last case, Gonsalves (above) involved an appeal from the Rhode Island HRC's final hearing order in favor of Charging Parties. Here the Respondent appealed, forcing the Charging Parties and the Commission to respond or lose. Again, when the Rhode Island Court overturned the HRC decision and Charging Parties tried to use a Right to Sue, they were denied access to federal court.

What does all of this mean to a human rights professional?

Basically it means that

1. Case files may be the only record some Charging Parties have. They must contain litigation-worthy material, including case citations and analysis. Investigators must now assume that Charging Parties and EEOC may not be able to sue if there is an appeal to State Court, or state courts must be given neat, precise, thorough, well researched files.
2. Some agencies will decide to allow hearings before the HRC itself when a Charging Party appeals a No Cause Determination.
3. Commission attorneys must carefully watch all case law, state and federal, before making a decision about trying a case.
4. Private attorneys must be advised by human rights professionals of the dangers involved in selecting remedies.
5. Cases must be submitted to EEOC before any appeals.
6. All human rights professionals must increase their legal expertise, since HRC's are rapidly becoming the only real forum for decisions on cases.
7. EEOC should give far more support to the hearing processes in HRC's, to make sure that Records are professional and decisions are in keeping with current case law.
8. Intake Workers must be able to explain to Charging Parties all of their options, especially if Charging Parties are appealing adverse merit board or unemployment insurance decisions.

The case law puts an enormous new burden on intake workers, investigators, supervisors, managers, directors, attorneys and commissioners.

(Special thanks to the Legal Committee for the above.)

CALL FOR RESOLUTIONS

RESOLUTION ON

WHEREAS, _____

WHEREAS, _____

WHEREAS, _____

THEREFORE BE IT RESOLVED, _____

THEREFORE BE IT FURTHER RESOLVED, _____

NAHRW CHAPTER/MEMBER SUBMITTING RESOLUTION:

NAME _____

ADDRESS _____

City _____ State _____ Zip _____

TELEPHONE _____
(Area Code)

PLEASE FORWARD RESOLUTIONS TO:

For Adoption at the October
Conference -- EARLY RECEIPT
IS STRONGLY URGED!

Debra A. Schiebel
Chair
Resolutions Committee
1112 16th Street, N.W., #302
Washington, D.C. 20036
(Telephone: 202-628-9600)

NEWSWORTHY NOTES

FAIR HOUSING: IT'S RIGHT, IT'S FAIR, IT'S FOR EVERYONE was the slogan used by the U.S. Department of Housing and Urban Development in connection with activities planned to commemorate the passage of the Federal Fair Housing Law. Activities in April included sponsorship in conjunction with the National Committee Against Discrimination in Housing (NCDH) of a nationwide poster contest in the schools; holding a Community Housing Resource Boards (CHRB) Achievements Forum, and encouraging the wide-spread advertisement of fair housing in non-traditional places such as on grocery bags. The initiative most important to NAHRW members is the Departments determination to actively promote the passage of equivalent fair housing laws in every state that currently does not have a fair housing law recognized by HUD as being equivalent to the federal law. Secretary Pierce pointed out, "The ongoing struggle for dignity and housing opportunity for all is not the exclusive province of the federal government. Vigorous local efforts to combat discrimination can be as effective, if not more so, than federal efforts." The Board of Directors of NAHRW urges all NAHRW members to actively support efforts to secure passage of comprehensive fair housing laws.

Arnoldo S. Torres, National Executive Director, LULAC met with NAHRW President James Chase while in Anchorage Ak. for the Third Annual Alaska LULAC Banquet. Mr. Torres also met with commissioners and staff of the State of Alaska Human Rights Commission and Anchorage Equal Rights Commission.

The International Association of Official Human Rights Agencies will be holding its 36th Annual Conference from July 8 thru 13, 1984, at the Clarion Hotel in St. Louis, Missouri. For more information contact Homer C. Floyd (717) 787-4412.

**Help us locate Past Presidents Marshall H. Bragdon and Wendell J. Roye. Call Lisa Ramadass at (202) 426-3500 or send to the NEWSLETTER. Thanks.

MEMBERSHIP APPLICATION

ALERT: If you have not already done so, please renew your membership. The NAHRW mailing list will include only individuals with current membership.

NAME _____
ADDRESS _____

TITLE _____ TELEPHONE _____
AGENCY/ORGANIZATION _____
NEW MEMBERSHIP _____ RENEWAL _____ DATE _____

(Enclose \$35.00 check payable to: National Association of Human Rights Workers; c/o Elizabeth Ramadass; 6411 31st Street, NW; Washington, DC 20015)



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

37th ANNUAL CONFERENCE

OCTOBER 19-23, 1984

HOLLENDEN HOUSE

Cleveland, Ohio

I authorize you to insert _____ page(s) advertisement in the PROGRAM to be published in conjunction with the National Association of Human Rights Workers 37th Annual Conference, which will be held October 19-23, 1984, at the Hollenden House, in Cleveland, Ohio. I agree to pay the sum of:

\$ _____

MAKE ALL CHECKS PAYABLE TO: 1984 NAHRW CONFERENCE, and mail to:
Cathy Milet, 7th Floor City Hall, Lansing, Michigan 48933.

ORGANIZATION _____ CONTACT PERSON _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

TELEPHONE _____ DATE _____

RATES:

Inside Cover (front/back)	\$150	Quarter Page (5"x3¾")	\$25.00
Full Page	\$100	Eighth Page (2½"x3¾")	\$15.00
Half Page (5"x7½")	\$ 50	Patron	\$ 5.00

ALL MATERIALS MUST BE SUBMITTED BY AUGUST 15, 1984.

Please enclose camera ready copy of advertisement with this contract (DO NOT tape, staple or pin it to this contract). Please direct all inquiries to Cathy Milet (517) 483-4088.

All ads are tax deductible.

PURPOSE OF THE NAHRW

1. To encourage the collection compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;
2. To facilitate the exchange of knowledge, experience and research among government agencies and private organizations dealing with racial, religious, ethnic, and cultural relations;
3. To advance generally the science, processes and art of intergroup relations and to improve the standards of work in the field, advancing technical and professional knowledge, standards and practice.



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

April 15, 1984

Dear N.A.H.R.W. Members:

The Nominations Committee is requesting your A C T I V E assistance. Please help us solicit qualified nominees, from the membership, to serve as Officers and Board Members of the Association.

Positions open for nominations are: President-Elect 1985; Atlantic Vice President; Midwest Vice President; Southern Vice President; Western Vice President; Secretary; Treasurer; Six (6) Board of Directors for a term to expire in 1987; and Two (2) Board of Directors positions for a term to expire in 1985. As you are aware, Four (4) At-Large Board positions are elected at the Annual Meeting held at the Conference, and do not appear on the official ballot.

In considering nominees, please be certain that the individual is a member in good standing with the Association, and is committed to serve for the duration of term of office. A Candidate Certification is to be submitted to ensure that the candidate is knowledgeable of their nomination.

Please return the completed Nominations Petition to:

Cathy Milet, Nominations Chair
Human Relations Department
7th Floor City Hall
Lansing, MI 48933

DEADLINE FOR SUBMITTING ALL NOMINATIONS IS: AUGUST 15, 1984

Thank you for your cooperation and assistance.

THE NOMINATIONS COMMITTEE

Cathy Milet, Chair, Lansing, Michigan 517/483-4088
Gerald Henderson, Lincoln, Nebraska 402/471-7624
James F. Wright, Greensboro, North Carolina 919/373-2038

Attachment: Nominations Petition



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

NOMINATIONS PETITION

DEADLINE: AUGUST 15, 1984

NAME OF CANDIDATE _____

ADDRESS _____ ZIP _____ TELEPHONE _____

POSITION TITLE _____

NAME OF AGENCY and ADDRESS _____

(Nominations will be accepted for the following positions: President Elect; One (1) Vice President from each of the National Regions: Atlantic, Midwestern, Southern and Western; Treasurer; Secretary; Six (6) Board Members for a term to expire in 1987; and Two (2) Board Members for a term to expire in 1985, as defined in Article VII, Board of Directors, Section 2, of the By-Laws for the Association).

CANDIDATE FOR THE OFFICE OF

(If candidate for Board Member, please specify year that position will expire: _____ 1985; _____ 1987).

BIOGRAPHICAL BACKGROUND

N.A.H.R.W. AFFILIATION (Please be specific and indicate the years candidate has been a member, committees served, offices held, etc.).

COMMUNITY SERVICES (Please indicate community projects, services (local and state) activities or any other data that would be helpful to the membership in their voting process).

CANDIDATE CERTIFICATION

I, _____, a member in good standing with The National
(Name of Candidate/PLEASE PRINT)
National Association of Human Rights Workers, do agree to be a candidate for the
position of _____, and if elected, understand the respon-
sibilities of that office.

(Signature of Candidate) _____

(Date) _____

NAME OF (NAHRW CHAPTER/MEMBER/BOARD MEMBER, PLACING NOMINATION)

NAME _____

ADDRESS _____

TELEPHONE _____

PLEASE RETURN PETITION TO: CATHY MILETT, CHAIR
NOMINATIONS COMMITTEE
HUMAN RELATIONS DEPARTMENT
7th Floor - City Hall
Lansing, Michigan 48933
(Telephone: 517/ 483-4088)

BEFORE: August 15, 1984

1984 NAHRW CONFERENCE AGENDA (PROPOSED)

Theme of Conference

CIVIL RIGHTS: The Search for the soul of America continues...

Training Tracks (Include EEOC training modules)

	<u>COORDINATOR(S)</u>
I. HOUSING	Eleanor Crow
II. THE HUMAN RIGHTS WORKER AS A PROFESSIONAL	Lary Myers
III. RESPONSE TO THE RESURGENCE OF HATE/VIOLENCE ACTIVITIES	Alan Dean
IV. EQUAL OPPORTUNITY/AFFIRMITIVE ACTION	Leon Russell/ Mary Snead

CONFERENCE SCHEDULE

Thursday, October 18, 1984.....Registration 6:00-9:00p.m.....Reception
Friday, October 19, 1984.....Registration 8:00-10:00 a.m.....Board of
Directors Meeting.....Opening Plenary Session 10:00a.m.....President's
Welcome.....Keynote Speaker: Dr. Mary F. Berry.....Open Lunch.....Training
Tracks.....Regional Meetings.....Reception.....Dinner Speaker: Arnold Torres,
National Executive Director, LULAC
Saturday, October 20, 1984.....Registration 8:00a.m.-5:00p.m.....Plenary
Session: U.S. Senator Howard Metzenbaum/U.S. Representative Patricia
Schroeder...Plenary Session: Judge Nathaniel Jones/Judge Carl Stokes...
Training Tracks...T.B.A. Reception....
Sunday, October 21, 1984.....Registration 8:00a.m.-5:00p.m.....Interfaith
Breakfast....Business Meeting....(Optional Activities in afternoon)...
Regional Meeting.....Reception/Activities (Host Committee)
Monday, October 22, 1984.....Registration 9:00a.m.-12:00p.m.....Training
Tracks....Past Presidents Luncheon (Recognition of Members with Longevity)
Speaker: U.S. Representative Louis Stokes...Plenary Session: Ralph Neas,
Executive Director, LCCR/U.S. Representative Don Edwards....Presidents
Reception/Banquet
Tuesday, October 23/ 1984....NAHRW Business Meeting (Resolutions and Elec-
tion of At-Large Members)....Board of Directors Meeting...ADJOURNMENT!

What a Conference!!!!

Plan Now. Attend the 37th Annual Conference of your National Association.
October 19-23, 1984 at the beautiful Hollenden House in Cleveland, Ohio.
See you there.

MORE NEWSWORTHY NOTES

GROVE CITY LEGISLATION....your assistance was/is solicited and needed.
NAHRW members received a packet of information from Stephen M. Levinson,
NAHRW Board of Directors, LCCR Representative. Steve asked that you
contribute by doing as many of the "TASKS" outlined by Ralph Neas as
you could. This response legislation is of vital importance. Call Steve
for more information. (703) 838-4955.

The American Association for Affirmative Action (Alaska Chapter) held its
Third Annual Employment Discrimination Law Conference, May 24 and 25.
Luncheon Speakers included Eleanor Holmes Norton, former Chair, EEOC and
presently a Professor at Georgetown Law Center as well as William Gladden,
Assistant Regional Administrator, OFCCP, ESA, U.S. Department of Labor.

National Association of Human Rights Workers Elected Officers

ELECTED OFFICERS

President
James H. Chase
PO Box 101394
Anchorage, AK 99510
907 786-1434

Secretary
Mary Kraft
19532 Ridgemont
St. Clair Shores,
MI 48080
313 226-4616

Vice President
Atlantic
John B. Ferron
100 N. Eutaw Street
Baltimore, MD 21202
301 396-3141

Vice President
West
Eleanor G. Crow
605 20th Street
Boulder, CO 80302
303 443-4836

President Elect
Leon W. Russell
315 Court Street
Clearwater, FL 33516
813 462-4880

Treasurer
Elizabeth Ramadass
6411 31st Street, NW
Washington, DC 20015
202 426-3500

Vice President
Mid-West
Marjorie L. Conner
1315 Washington Avenue
Saginaw, MI 48501
517 776-1620

Vice President
South
Henry McKoy
116 W Jones Street
Raleigh, NC 27609
919 733-7232

COMMITTEE CHAIRS

Leadership Conf. On Civil Rights
Budget/Finance
Nominations
National Conf. Planning
National Conf. Host
Legal
Federal Liaison
Membership
International Human Rights
Newsletter

Editorial
Resolutions
Issues
NAHRW/IAOHRA Liaison
Training
Stephen M. Levinson
Bertha M. Mason
Cathy Milet
Leon W. Russell
Earl W. Williams
Anthea M. Boarman
Vacant
Elizabeth Ramadass
Edward Rutledge
Paul L. Connerty
Barry Best
James E. Clyburn
Debra A. Schiebel
Donald W. Burger
Richard D. Letts
Lawrence R. Myers

ELECTED BOARD MEMBERS

CLASS OF 86
June L. Adkins
Donald W. Burger
Stephen M. Levinson
Bertha N. Mason
Lawrence R. Myers
Debra A. Schiebel

CLASS OF 85
Clarence Farmer
Sally L. Jobsis
Cathy Milet
Earl W. Williams
Charles J. Edmonson
Earl L. Benson
Gerald E. Henderson

CLASS OF 84
James R. Yates
Loretta Huska
Raymond Montoya
Albert Nelson
Joseph I. Smalls Jr.
James R. Hunt Jr.

Richard D. Letts

PAST PRESIDENT BOARD MEMBERS
VACANT

James E. Clyburn

LEGAL COUNSEL
Anthea Borman
207 North Upper Street
Lexington, KY 40507
606 252-4931

JOURNAL MGR. EDITOR
Jeffrey Jenks
MOCR 1200 6th Street
Detroit, MI 48226
313 256-2622

JOURNAL EDITOR-IN-CHIEF
Gregory D. Squires
2519 Thayer Street
Evanston, IL 60201

AT-LARGE BOARD MEMBERS

Joseph X. Yaffe
Irene Gomez-Bethke
James C. Wright
Jack Lang Y. Marquez

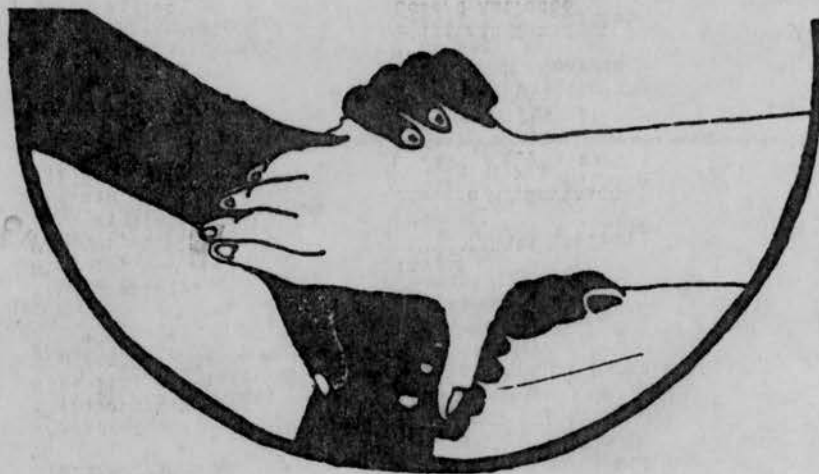
CHAPTER CHAIRPERSONS

Irene Gomez-Bethke
4649 Decatur Ave North
New Hope, MN 55428



NAHRW
620 East 10th Av. (204)
Anchorage, Ak. 99502

NAHRW NEWSLETTER
SPRING/SUMMER
1984 EDITION



This Newsletter is published as a service to members of the National Association of Human Rights Workers. Articles are requested from any interested party. Please submit to NAHRW, Attn: Newsletter, 620 East 10th Av. (204), Anchorage, Ak. 99502. Submissions must be received by the deadline established for inclusion. The Newsletter will be published on a quarterly basis. Special event Newsletter will be published as needed.

MEMBERSHIP BENEFITS INCLUDE:

1. Publications
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3. Special Studies
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MEMBERSHIP APPLICATION

Please print

NAME _____

ADDRESS _____

TITLE _____

TELEPHONE _____

AGENCY/ORGANIZATION _____

NEW MEMBERSHIP _____

RENEWAL _____

DATE _____

(Enclose \$35.00 check payable to: National Association of Human Rights Workers)

**THE NATIONAL ASSOCIATION OF
HUMAN RIGHTS WORKERS**

PURPOSE

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;
2. To facilitate the exchange of knowledge, experience and research among government agencies and private organizations dealing with racial, religious, ethnic, and cultural relations;
3. To advance generally the science, processes and art of intergroup relations and to improve the standards of work in the field, advancing technical and professional knowledge, standards and practice.

Publishers of:

THE JOURNAL OF INTERGROUP
RELATIONS

THE NAHRW NEWSLETTER



**National
Association
of
Human
Rights
Workers**

FOUNDED 1947

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

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Steve Levinson	Virginia	(703) 838-4955
Bertha Mason	Indiana	(317) 747-4778
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Debra Schiebel	Dist. of Columbia	(202) 333-2524
Richard Letts*	Michigan	(517) 483-4088

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Irene Gomez-Bethke	Midwest Region	(612) 296-5665
Jack Lang y Marquez	Western Region	(303) 866-4173

*Past President - Serves ex-officio for 3 year term

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*Serving as convenor until chapter revitalized.

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JOURNAL OF INTERGROUP RELATIONS

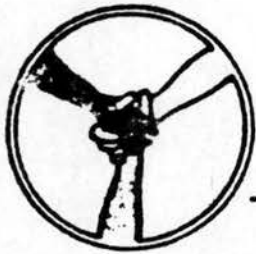
EDITOR-IN-CHIEF	Gregory Squires	(312) 353-7371
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NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS



BY - LAWS

1982



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

BY-LAWS OF THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

(as amended through October 1, 1982)

ARTICLE I. NAME

The name of this organization shall be the National Association of Human Rights Workers.

ARTICLE II. PURPOSE

The purpose of the National Association of Human Rights Workers shall be:

1. To encourage the collection, compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;
2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;
3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ARTICLE III. ORGANIZATION AND ELECTIONS

1. The Association shall consist of one organization representing the entire body of the membership. The Association shall maintain a central headquarters office as designated by the Board of Directors. The Association may establish divisions within the organization as required.

2. The membership of the Association shall determine policies of the Association at the annual meeting, and subject to the mail ballot provisions, shall elect the Board of Directors and the Officers.

ARTICLE IV. MEMBERSHIP

1. Membership shall consist of individuals in the following classes:

- a. Active: Any person primarily engaged in intergroup relations, civil rights or human rights, in a staff capacity; as a teacher in intergroup relations or related fields; as a recognized authority; as a lay member of the governing body of any agency or commission substantially engaged in the intergroup relations, human rights or civil rights field; as an attorney engaged in litigation of intergroup relations issues; or as an official whose duties include, in substantial part, intergroup issues.
- b. Sponsor: Any person who wishes to make a larger contribution than possible through regular dues payment.
- c. Life: Any person who pays outright or in installments, the sum of \$500, and is otherwise eligible for active membership status.
- d. Student: Any person enrolled in a recognized college or university and working toward a degree with the intention of entering the field of intergroup relations.

2. Agency subscription. Available to any private or public agency or organization engaged primarily in intergroup relations activity.

3. The Board of Directors shall have authority over admission to membership in NAHRW, but may delegate to the Membership Committee, or its Chairperson, or to the Executive Director, the power to receive and act upon applications for active membership, provided that such delegates shall, wherever feasible, consult with active NAHRW members in the area from which the application is received. Subject to review by the membership at the annual business meeting, the Board of Directors may suspend or remove from membership, after opportunity for hearings and fair notice thereof, any person whose conduct is deemed harmful to NAHRW.

ARTICLE V. DUTIES & PRIVILEGES OF MEMBERSHIP

1. The Association shall establish and maintain a schedule of annual fees and dues for the various classes of memberships. It shall maintain a schedule of annual fees for agency subscriptions.

2. Each active member shall be entitled to vote at any member-

ship meeting, hold office, participate in conferences, serve by appointment on committees, receive all regular and special information services; and utilize the services of the personnel exchange and other special services as shall be determined by the Board. Only members in good standing may serve as officers and members of the Board of Directors.

3. Each Sponsor not otherwise eligible as an active member shall receive all regular and special information services.

4. Each Life member shall have the same privileges as regular active members.

5. Each Student member shall be entitled to receive all regular informational services and to participate in conferences of the Association.

6. Agency subscription shall consist of all the regular informational services of the Association, and such special information or other services and privileges as the Board of Directors may determine.

7. Any individual, organization or agency may subscribe to the regular informational services of the Association. Special information or other services may be rendered upon request, with or without charge as the Board of Directors may determine.

8. Every member of National NAHRW in good standing is automatically eligible for chapter membership, with corresponding membership privileges according to the various classes cited above.

ARTICLE VI. OFFICERS

1. The officers of the Association shall be a President, President-Elect, four Vice-Presidents, a Treasurer and a Secretary. The President-Elect, Vice-Presidents, and Secretary shall take office on the last day of the annual meeting at which they are elected, and shall serve until their successors are chosen; the President shall succeed to office from the position of President-Elect, when the new President-Elect shall have been chosen. The Treasurer shall take office on the January 1st following election, and shall serve until the following December 31st or until a successor is chosen, whichever date is later. Election shall take place at each annual membership meeting (Article XI, Section 1) or by mail ballot (Article XI, Section 8), as determined in advance by the Board of Directors.

2. An Executive Director may be appointed by the Board, to serve as the administrative officer of the Association, subject to the direction of the Board, which may, among other duties, delegate to the Executive Director the administrative functions of the Treasurer and Secretary. The Board of Directors may also appoint such other staff as it shall deem desirable to perform such duties as may be prescribed by the Board of Directors.

3. The President shall be the principal executive officer of the corporation and shall in general supervise and control all of the business and affairs of the corporation. The President shall preside at all meetings of members and the Board of Directors. The President may sign, with the Secretary or any other proper officer of the corporation authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, or by these by-laws, or by a statute to some other officer or agent of the corporation; and in general shall perform all duties incident to the office of President, and such other duties as may be assigned by the Board of Directors from time to time. The President shall make available to the President-Elect whatever information as will enable the latter to succeed in the office most efficiently.

4. The President-Elect, in addition to having the regular powers and duties of any member and of any member of the Board of Directors, shall also be responsible for being familiar with the functionings of the Association. In the absence of the President or in the event of inability or refusal to act, the President-Elect shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President.

5. There will be one Vice-President from each of the national regions: Atlantic, Midwestern, Western and Southern. Vice-Presidents shall have as a primary responsibility the development of membership and regional structure. The Vice-Presidents shall perform such other duties as from time to time may be assigned to them by the President or by the Board of Directors.

6. The Treasurer shall give a bond for the faithful discharge of duties in such sum and with such surety or sureties as the Board of Directors shall determine. The Treasurer shall have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for monies due and payable to the corporation from any source whatsoever and deposit all such monies in the name of the corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provision of these by-laws; and in general perform all the duties incident to the office of Treasurer and other such duties as from time to time may be assigned by the President or by the Board of Directors. All books, records, cancelled checks and other records of the outgoing Treasurer shall be presented to the incoming Treasurer, along with an Auditor's report, within thirty (30) days after the new Treasurer's term begins. A copy of the Auditor's report will be submitted to the new President within thirty (30) days after the new Treasurer's term begins.

7. The Secretary shall keep the minutes of the meetings of the members and of the Board of Directors in one or more books provided for that purpose; see that all the notices are duly given in accordance with the provisions of these by-laws or as required by law; be custodian

of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all documents, the execution of which on behalf of the corporation under its seal is duly authorized in accordance with the provisions of these by-laws; keep a register of the post office address of each member which shall be furnished to the Secretary by such member; and in general perform all duties incident to the office of the Secretary and such other duties as from time to time may be assigned by the President or by the Board of Directors.

8. A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the Board of Directors for the unexpired portion of the term, except that, if the office of President-Elect shall become vacant, it shall remain unfilled until the next regular election of officers, at which time the members shall elect a President for the immediately following term, as well as all the regular officers.

9. Terms of office for Officers:

- a. Terms of Office: The terms of office for the Vice-Presidents shall be one (1) year. Vice-Presidents may be elected by the members to succeed themselves for not more than three (3) consecutive terms.
- b. The terms of office for the Secretary and Treasurer shall be one (1) year. However, the Secretary and Treasurer may be elected by the members to succeed themselves, but not for more than three (3) consecutive terms.

10. Any officer may be removed from office for malfeasance, unsatisfactory performance, and/or misconduct in office in accordance with Article IX.

ARTICLE VII. BOARD OF DIRECTORS

1. Board Membership:

- a. Board Members. The affairs of the Association shall be managed by a Board of Directors. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article XI; in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex-officio during their term of office. In addition, those members of NAHRW who also serve as Chapter Chairpersons will serve on the Board during their term of office or until their successors are chosen. Each President of NAHRW, upon the termination of term of office as such, shall automatically become a member of the Board for a term of three years from and after the date of termination of office.

- b. At-Large Members: In addition to the foregoing members of the Board, there shall be elected from the floor of the NAHRW conferences not more than four (4) At-Large members of the Board for one (1) year terms. The annual conference agenda shall provide a time for said nominations to be made and for the said election. No more than one (1) At-Large member shall be elected from any Region of NAHRW. Vacancies of At-Large members shall not be filled between conferences. No person may serve more than two (2) consecutive terms At-Large.

2. The term of office of the eighteen elected members of the Board shall be for three years, or until their successors are chosen. Six (6) members shall be elected to the Board of Directors yearly. Vacancies shall be filled by appointment of the Board, until the next regular election, at which time a member shall be elected for the unexpired term. No person may serve more than two consecutive elected terms on the Board. Tenures as an At-Large member shall not be considered as a consecutive term to that of a regular three (3) year term.

3. The Board of Directors shall report its actions at the Association's annual meeting, and shall hold an annual meeting of the Board, immediately after the annual meeting of members, at the same place, without notice. The Board may call such special meetings as may be necessary, at such time and place as it may determine. Special meetings may also be called by the President and shall be called by the President at the request of any five (5) directors. Notice of any special meeting of the Board of Directors shall be given at least five (5) days previously thereto by written notice delivered personally or sent by mail or telegram to each director at the address shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope, such notice shall be deemed to be delivered, when the telegram is delivered to the telegram company. Any director may waive notice of any such meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

- 4. a. The act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, except where otherwise provided by law or by these by-laws.
- b. At meetings of the Board, eleven (11) shall constitute a quorum. If less than eleven (11) of the directors are present, a majority of those present may adjourn

the meeting from time to time without further notice.

5. Removal of Board of Directors Members:

- a. A director may be removed from the Board for malfeasance, unsatisfactory performance and/or misconduct in office in accordance with Article IX.
- b. A director who fails to attend two (2) of the four (4) Board meetings per year may be removed from the Board for unsatisfactory performance.

ARTICLE VIII. EXECUTIVE COMMITTEE OF THE BOARD

1. There shall be established an Executive Committee within the Board of Directors consisting of the officers and three (3) other members of the Board elected by that body. The Executive Director, if any, shall be a non-voting member of this Committee.

2. a. The Executive Committee shall act for the Board between meetings of the Board.
- b. A majority of the members of the Executive Committee shall constitute a quorum and a majority of those members at a meeting shall prevail on all questions if a quorum is present.

ARTICLE IX. REMOVAL FROM OFFICE

1. Any Officer or Director may be removed from office for malfeasance, unsatisfactory performance, and/or misconduct in office.

2. Removal action can only be taken at a regular or specially called meeting of the Board of Directors.

3. Notice of such removal proceeding shall be in writing and shall detail the alleged charges. This notice shall be mailed to all members of the Board of Directors, and to the Director or Officer being removed, at least fifteen (15) days prior to the removal proceeding. Notification to the Director or Officer being removed shall be by certified mail, return receipt requested.

4. The highest ranking Officer shall preside at the removal proceeding; that sequence shall be President, President-Elect, any Vice-President not from the Director or Officer's region, Secretary and Treasurer. The Director or Officer may be represented by counsel of his or her choosing. Evidence and witnesses may be presented and examined by all parties.

5. Determinations and Appeal:

- a. After the removal proceedings, the Board of Directors

by two-thirds (2/3) shall determine what action shall be taken.

- b. Final determinations and actions of the Board of Directors may be appealed by any party to the Board within fifteen (15) days.
- c. Any Officer or Director against whom charges have been made may resign at any point in the above described sequence, provided all NAHRW records and property be immediately returned to the Association, by so stating in writing to the Board.

ARTICLE X. COMMITTEES

1. The standing committees of the Association shall be:
 - a. A Nominating Committee composed of the Chairperson of each duly recognized NAHRW Chapter and three members appointed by the President, with the advice and consent of the Board, the duties of which shall be to nominate for presentation at the annual meeting or by mail ballot a slate of Officers and Directors, with at least one candidate for each vacancy. The Chairperson of the Nominating Committee shall be named by the President from among its members.
 - b. A Membership Committee which shall aid in securing members and advise the Board of Directors (and executive director, if any) on any problems relating to eligibility for membership in the Association. The Chairperson of this Committee and its members shall be appointed by the President, with the advice and consent of the Board. The Chairperson, if not otherwise a member of the Board, shall serve ex-officio during the term of office.
 - c. A Conference Committee which shall plan and organize the program for the annual meeting, subject to the Board's approval. The President shall appoint the Chairperson and members of this Committee.
 - d. A Legal Committee which shall advise the Board of Directors (and executive director, if any) on legal matters relating to the Association. The Chairperson of this Committee and its member shall be appointed by the President, with the advice and consent of the Board. The Chairperson shall be designated as Legal Counsel and, if not otherwise a member of the Board, shall serve ex-officio during the term of office.
 - e. An Editorial Committee, which shall be appointed by the President, with the advice and consent of the Board of

Directors, and which shall be delegated the responsibility to manage the Journal of Inter-group Relations; oversee editing and publishing; recommend to the Board of Directors, the Editor-in-Chief and Managing Editor; and set editorial policy. The Managing Editor of the Journal shall oversee circulation, format and subscription costs, and shall report to the Editor-in-Chief. The Committee shall report to the Board at each Board Meeting and prepare an Annual Report for submission to the membership at large at the Annual Conference. Members of the Committee shall be appointed for rotary terms to be established by the Board of Directors.

2. The Board may authorize the formation of other Committees. Subject to the approval of the Board, the President shall have the power to make interim appointments to the committees authorized by the Board and to create interim Committees and make appointments thereto.

3. Persons not members of the Association may be appointed to serve on the Conference and Special Committees.

4. A person appointed to a Committee shall serve until the next annual meeting and thereafter until a successor has been appointed, unless the Committee shall be sooner terminated. The appointing authority in each case shall have the power of removal, whenever the best interests of the Association are thereby served. Vacancies in any Committee shall be filled in the same manner provided for in the original appointments.

5. a. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

b. Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the Board of Directors.

ARTICLE XI. MEETINGS OF MEMBERS

1. The Association shall hold an annual meeting of members and such other meetings as may be necessary to conduct the affairs of the Association, the time to be fixed by the Board of Directors.

2. Special meetings of the members may also be called either by the President, or not less than one-tenth of the members having voting rights.

3. The Board of Directors may designate any place, either within or without the State of Illinois, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors. If no designation is made or if a special meeting be otherwise called, the place of meeting shall be the registered office of the corporation in the State of Illinois, provided however, that if all of the members shall meet any time and place, whether within or without the State of Illinois, and consent to the holding of a meeting, such meeting shall be valid without call or notice, and at such meeting any corporate action may be taken.

4. Written or printed notice stating place, day and hour of any meeting of members shall be delivered, either personally or by mail, to each member entitled to vote at such meeting, not less than five nor more than forty days before the date of such meeting, by or at the direction of the President, or the Secretary, of the officers or persons calling the meeting. In case of a special meeting or when required by statute or by these by-laws, the purpose for which the meeting is called shall be stated in the notice. If mailed, the notice of meeting shall be deemed delivered when deposited in the United States mail addressed to the member at the address as it appears on the records of the corporation, with postage thereon prepaid.

5. Any action required to be taken at a meeting of the members of the corporation, or any other action which may be taken at a meeting of members may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the members entitled to vote with respect to the subject matter thereof.

6. The members holding one-tenth of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of the members, a majority of the members present may adjourn the meeting from time to time without further notice.

7. At any meeting of members, a member entitled to vote may vote either in person or by proxy executed in writing by the member or by his or her duly authorized attorney-in-fact. No proxy shall be valid after eleven months from the date of its execution unless otherwise provided in the proxy.

8. The Board of Directors may authorize elections of officers and directors to be conducted by mail, except for At-Large members as provided for in Article VII, Section 1-b.

ARTICLE XII. CONTRACTS, CHECKS, DEPOSITS & FUNDS

1. The Board of Directors may authorize an officer or officers, agent or agents of the corporation, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to special instances.

2. All checks, drafts or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an Assistant Treasurer and counter-signed by the President or a Vice-President of the corporation.

3. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositories the Board of Directors may select.

4. The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest or devise for the general purposes of the corporation.

ARTICLE XIII. BOOKS AND RECORDS

The corporation shall keep correct and complete books and records of accounts. It shall also keep minutes of all meetings and proceedings of its members. The Board of Directors and committees having any of the authority of the Board of Directors shall also keep minutes of all meetings. The Board shall keep, at the registered or principal office, a record giving the names and addresses of the members entitled to vote. All books and records of the Corporation may be inspected by any member or his agent or attorney, for proper purpose at any reasonable time.

ARTICLE XIV. SEAL

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal, Illinois."

ARTICLE XV. WAIVER OF NOTICE

Whenever any notice whatever is required to be given under the provisions of the General Not for Profit Corporation Act of Illinois, or under the provisions of the articles of incorporation or by the by-laws, of the corporation, a waiver thereof in writing signed by the person entitled to such notice, whether before or after the time states therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XVI. REGULATION OF INCOME

No part of the net earnings of the Association shall be in any way inure to the benefit of any member, director or officer, but this shall not preclude the reimbursement for expenses incurred as such or the payment authorized by the Board of Directors to the Executive Director and other persons for services rendered as such. The Association shall not expend funds to engage in carrying on propaganda

or otherwise attempting, as a substantial part of its business, to influence legislation; however, nothing in these by-laws shall preclude the publication and dissemination of educational material which presents a sufficiently full and fair exposition of pertinent facts on social or civic issues, to permit an individual or member of the public to form an independent opinion or conclusion.

ARTICLE XVII. AMENDMENTS

These By-Laws may be amended by a majority vote at the annual meeting. Written notice of any proposed amendments shall be submitted to the membership at least 30 days in advance of the meeting; including either the verbatim proposal, or a fair digest which sufficient to clearly indicate the contents of such proposal.

ARTICLE XVIII. PARLIAMENTARY PROCEEDINGS

In official meeting of the Association, Roberts Rules of Order shall determine parliamentary procedures.

ARTICLE XIX. LOCAL NAHRW CHAPTERS

1. Members, and only members, of the Association living in the same vicinity, may form a local NAHRW Chapter to carry out, in their locality, the purposes stated in Article II of the By-Laws. "Locality" shall mean a particular community, place or district, irrespective of political subdivisions; and where there is no other local chapter, may mean within the boundaries of a state.

2. Such a chapter shall be recognized as an official local chapter of the Association when, after application to the Board of Directors, it receives a charter from the Board of Directors.

3. Such a chapter, having been chartered by the Board of Directors, is entitled to call itself the _____ Chapter of the National Association of Human Rights Workers.

4. Every local chapter affiliated with the Association shall abide by the principles set forth in the by-laws of the Association as interpreted by the Board of Directors.

5. Every local chapter shall elect a chairperson, a vice-chairperson and a secretary-treasurer, who are members of NAHRW. It may elect or appoint such other officers as it deems necessary to function effectively.

6. Every local chapter shall report once a year to the Board of Directors, through the Executive Director or President the following:

- a. Names and addresses of its officers for the coming year.
- b. A summary of its activities for the preceding year.

7. No local chapter may levy dues, fees, assessments or fines upon its members except by written permission of the Board of Directors.

8. No local chapter shall engage in any activity which may be construed as carrying propaganda, or otherwise attempting to influence legislation; nor shall any local chapter participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office; nor act in any manner contrary to the by-laws or policies of the Association.

9. The charter of a local chapter may be revoked after due process for due cause when, by decision of the Board of Directors, its continued existence is deemed detrimental to the integrity, effectiveness, or professional standards of the National Association of Human Rights Workers. Such revocation of a charter shall in no way affect the membership status of persons in the Association.

10. The NAHRW Board of Directors shall have the authority to place in receivership (into the hands of a receiver or others appointed to administer Chapter affairs during a period of reorganization) any Chapter which has been inactive over such a period of time as to be detrimental to the best interests of its membership and the Association. The NAHRW Board of Directors shall also have the right to suspend or remove from office any Chapter officer whose conduct or inactivity is such as to do harm to constituency and to the Association. The NAHRW Board of Directors will give consideration to a petition, signed by 20% (but not less than five members) of a Chapter's membership in good standing with NAHRW, for the removal of officers and the placing into receivership their Chapter.

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
SUMMER BOARD MEETING
HOLLENDEN HOUSE - CLEVELAND, OHIO
JUNE 9-10, 1984

MINUTES

The National Association of Human Rights Workers Summer Board meeting was called to order by President Chase at 1:15: p.m. on June 9, 1984 at the Hollenden House, Cleveland, Ohio.

ROLL CALL

Attendance list of those present/absent attached. (Exhibit I.)

APPROVAL OF AGENDA

A MOTION to accept the agenda as printed was made by Myers and seconded by Russell. The Motion carried with all Ayes recorded. (Exhibit II.)

APPROVAL OF MINUTES

A MOTION to adopt with necessary corrections the October, 1983 NAHRW Board meeting minutes recorded in Saginaw, Michigan was made by Russell and seconded by Levinson. A request for a copy of the 10/83 minutes was received from Benard. The Motion carried with all Ayes recorded.

A MOTION to adopt with necessary corrections the February, 1984 NAHRA Board meeting minutes recorded in Orlando, Florida was made by Russell and seconded by MacFarlane. The Motion carried with all Ayes recorded.

TREASURER'S REPORT

The NAHRW Financial Report was distributed by Ramadass. The Board was advised that per recommendation of the CPA the Treasurer developed a double entry bookkeeping system. Ramadass provided a review of the Report with explanations. In response to a question pertaining to President Chase's travel expenses to Orlando, Florida, Ramadass replied that the disbursement reflected on page 1 was for airfare only. The amount of the President's expenses indicated on page 3 was for all other expenses except for airfare. A discussion followed regarding LCCR dues paid. A MOTION that there be a clarification made in the Treasurer's Report to reflect that of the \$600 paid to LCCR, \$300 was for membership dues and \$300 was a contribution, was made by Letts and seconded by Lang. The Motion carried with all Ayes recorded. A MOTION to receive the Treasurer's Report was made by Russell and seconded by Lang. The Motion carried with all Ayes recorded. (Exhibit III.)

ATLANTIC REPORT

President Chase reported that both the Treasurer and himself had been in contact with John Ferron regarding his unpaid dues. Ferron advised them that his dues had not been paid because of a delay from within his City. A MOTION to table the Ferron issue was made by Lang and seconded by Henderson. The Motion carried with all Ayes recorded.

A variance to the Agenda under the Atlantic Report was allowed by the Board per MacFarlane's request. Submitted for the Board's information by MacFarlane were copies of the recently adopted By-Laws of the Washington Metropolitan Chapter. (Exhibit IV.)

Mac Farlane then introduced for discussion a matter brought to the attention of the National Education Association: Georgia Southern College sponsoring of a Human Rights endowed Chair to be called the Jimmy Carter Human Rights Chair. It was recommended by MacFarlane that NAHRW become identified with this group by naming President Chase by way of recommendation to the National Steering Committee. MacFarlane distributed copies of the proposed plan. (Exhibit V.) A MOTION to recommend that the President of NAHRW serve as a member on the National Steering Committee was made by Myers and seconded by Levinson. For the purpose of comment, President Chase passed the gavel to Russell. A discussion followed on the length of the President's term; availability to attend meetings; financial obligation to NAHRW. A Substitute MOTION that the body select a representative to serve on the Board of the National Steering Committee was offered by McKoy and seconded by Levinson. During the discussion, the subject of expenses was re-emphasized and it was determined that additional information should be gathered. Both the Motion and the Substitute Motion were withdrawn by the makers, Myers and McKoy. A MOTION to send a correspondence expressing an interest in NAHRW serving on the National Steering Committee and to secure from the Center the appropriate information to make that possible was made by McKoy and seconded by MacFarlane. The Motion carried with all Ayes recorded.

SOUTHERN REPORT

In lieu of a written report, McKoy presented information on the following areas of activities: success of Southern Regional Workshop in February, 1984; emphasis on membership; an increased number of Southern agencies will attend NAHRW Conference in October, 1984; Southern agencies with relation to budget cuts. A MOTION to accept the Souther Report presented by McKoy was made by Myers and seconded by Russell. The Motion carried with all Ayes recorded.

MIDWEST REPORT

Midwest VP, Conner, distributed copies of the Midwest Report along with copies of mailings sent to NAHRW Midwest Region members. (Exhibit VI.) A review of the materials was provided by Conner. A MOTION to accept the Midwest Report submitted by Conner was made by MacFarlane and seconded by Schiebel. The Motion carried with all Ayes recorded.

WEST REPORT

Crow, West VP, distributed copies of the West Report. (Exhibit VII.) The Report was reviewed by Crow. She also informed the Board that all information received from Levinson was sent to agencies in this Region. A MOTION to accept the West Report submitted by Crow was made by Myers and seconded by Levinson. The Motion carried with all Ayes recorded.

LCCR

Levinson distributed copies of materials from the LCCR that had been previously mailed to NAHRW members. (Exhibit VIII.) He acknowledged LCCR and those agencies for their effort and cooperation in providing this information to over 1000 agencies. Levinson also reported on the forthcoming activities associated with

the LCCR Conference in Washington, D.C. on June 11 & 12, 1984. A MOTION to receive the LCCR Report presented by Levinson was made by Myers and seconded by Russell. The Motion carried with all Ayes recorded. President Chase commended Levinson for his productive effort as NAHRW's representative with LCCR. As a result of these efforts, President Chase stated that the entire membership is benefiting.

BUDGET/FINANACE

Because of Mason's absence, President Chase passed on this report.

NOMINATIONS

Milett, Henderson and Wright, Nominations Committee members, developed a plan of action in accordance with the established Election Procedures of the Association. Milett distributed a report of activities of the Committee from February 27 through June 1, 1984. (Exhibit IX.) In reviewing the Report, Milett noted the following: August 15, 1984 deadline for submission of nominations; request from Legal Counsel; communications to Board; By-Law change recommendation. A MOTION to receive the Nominations Report submitted by Milett was made by Henderson and seconded by Lang. The Motion carried with all Ayes recorded. A MOTION to give notice to the membership of the potential By-Law change recommended by the Nominations Committee was made by Russell and seconded by Myers. Levinson offered as a friendly amendment that the matter of the By-Law change be referred to the By-Law Committee. The Motion carried with all Ayes recorded.

CONFERENCE PLANNING

Copies of the 1984 Conference Planning Report with attachments was presented to the Board. (Exhibit X.) Russell stated that the Committee met in Cleveland, Ohio on June 8 & 9, 1984. Agenda items and speakers have been confirmed for the Conference with the exception of a Keynote Speaker. Russell reviewed the contents of the Report. He advised the Board of the Conference's overall theme: Civil Rights-The Struggle for The Soul of America Continues. Also to be emphasized, according to Russell, will be the indepth attention on the 30th Anniversary of Brown vs. Board of Education and the 20th Anniversary of the 1964 Civil Rights Act. Russell reported that the Site Selection Committee had presented recommended criteria for site selection to be adopted by the Board. A MOTION to accept the Conference Planning Report with a separate vote to be taken on the site selection criteria was made by Levinson and seconded by Lang. The Motion carried with all Ayes recorded. A MOTION to adopt the site selection criteria as written was made by Russell and seconded by Clyburn. The Motion carried with all Ayes recorded.

Levinson announced that the 1985 NAHRW Conference will be held in Charleston, South Carolina. He informed the Board that intentions of bids were received from Anchorage, Alaska and Louisville, Kentucky. Levinson explained that both are joint bids for a NAHRW/IAOHRA Conference. A MOTION that the Site Selection Committee notify Anchorage and Louisville that bid intentions for a joint Conference were rejected by the Committee, enclose Board criteria and request their bids for a 1986 NAHRW Conference that meets the criteria so that a decision can be made and a recommendation can be submitted to the Board in October was made by Levinson and seconded by Clyburn. Levinson stated for the record that this does not reflect that the Board or the Site Selection Committee is not interested in the concept of a joint conference. A discussion

followed. It was determined that the content of the discussion contradicted the policy of the site selection criteria adopted. Levinson withdrew his Motion. Milette recommended that the issue of a joint conference be referred to the NAHRW/IAOHRA Liaison Committee. A MOTION that the President appoint a special ad-hoc committee to contact IAOHRA for the purpose of working towards a joint conference in 1987 was made by Ramadass and seconded by Crow. The Motion failed with 2 Ayes and 4 Abstentions recorded. A MOTION that NAHRW investigate the possibility of holding a joint conference with IAOHRA was made by Huska and seconded by Ramadass. Clyburn requested an explanation of why the Board established a joint NAHRW/IAOHRA Liaison Committee. President Chase explained that the Committee was formed at the suggestion of the Board to meet the his pledges as President to address joint meetings/joint issues. A MOTION to table the Motion until after the Liaison Report is presented was made by Williams and seconded by Russell. The Motion carried with 1 Nay recorded.

CONFERENCE HOST

Williams, Host Committee Chairman, distributed a report to the Board. (Exhibit XI.) A review of this report was presented by Williams. He informed the Board that arrangements will be made for 25 slots to be provided so that members of the Cleveland community can attend the Conference at no charge. Also consideration will be given to allow students to attend at a reduced rate. A MOTION to accept the Host Committee Report was made by Russell and seconded by Conner. Clyburn offered a friendly amendment that the Report be accepted with commendations. The Motion carried with all Ayes recorded.

EDITORIAL

Clyburn distributed and reviewed the June 5, 1984 Status Report. He announced that Gregory D. Squires had resigned from the position of Editor-in-Chief of the Journal of Intergroup Relations. Clyburn informed the Board that a resume was received from one applicant. He stated that a meeting of this Committee will be held in Chicago, Illinois on June 21, 1984. Members of this Committee along with Clyburn are Bill Jessup, Jim Karantonis and Frieda Dawkins. Clyburn requested that any recommendations and/or resumes for this position be forwarded to him. Clyburn also requested that recommendations for the J. Mansir Tydings award, to be presented at the Conference, be sent to him. Squires reported that this year's Journal issues are near completion. He emphasized the need to recruit a new editor as soon as possible. Responding to the resume received from Mary Davidson, Squires acknowledged that he knew her and that she has written for the Journal. He noted that Davidson resides in Chicago where the Assistant Editor is located and has expressed a sincere interest in the position. Squires indicated that he will continue to generate the book review portion of the Journal. In conclusion, he announced that he will assume a new job position with the University of Wisconsin, Milwaukee as an Associate Professor in the Department of Sociology. A Motion to receive with commendation the combined report of the Editorial Committee was made by Myers and seconded by Russell. The Motion carried with all Ayes recorded. A MOTION to authorize the Executive Committee to accept and approve the recommendation of the Editorial Committee in filling the position of Editor-in-Chief of the Journal was made by Levinson and seconded by Russell. The Motion carried with all Ayes recorded.

LEGAL AND FEDERAL LIAISON

President Chase distributed the Legal and Federal Liaison Reports received from Boarman. Letts recommended to move the above Reports on the Agenda to allow time for the Board to review both documents. The recommendation was received and accepted.

MEMBERSHIP

Ramadass distributed a Membership Report (Exhibit XIII.) along with a current Membership List. She reported that as of June 8, 1984 there were 305 members and 14 life members. Ramadass sent correspondence to all persons who did not renew membership encouraging their renewal. In reviewing the Report, Ramadass acknowledged those Chapters and members instrumental in recruiting new members. She also noted the drafts of recruitment letters attached to the Report. Upon a previous Board recommendation, Ramadass stated that she redesigned the format of the Membership List. An update on the number of Chapters was provided by Ramadass. A MOTION to accept with commendation the Membership Committee Report was made by Burger and seconded by Adkins. The Motion carried with all Ayes recorded.

Ramadass requested direction on the following matters listed in the Membership Report:

- Sending NAHRW's Membership Directory and requesting lists of membership lists of other Civil Rights organizations. Letts noted that this is an expense item. A MOTION directing the Membership Committee to send a letter to Civil Rights organizations requesting their membership roles and to offer NAHRW's directory upon their request was made by Levinson and seconded by MacFarlane. The Motion carried with all Ayes recorded.
- Volunteer to design brochure. MacFarlane volunteered to assist with this project.
- Design a package for new members. Received Board approval.
- Convert mailing lists into mailing labels. Conners advised that Jenks can assist with this task.
- Drafts of recruitment letters. President Chase to design Past President's letter; MacFarlane to design NEA letter; Conner to design Fair Housing Groups letter.

Called to the Board's attention was the matter of the Kentucky Chapter. A MOTION that the President of NAHRW write to the Chair of the Kentucky Chapter, Nancy Rankin, requiring that she either convene a meeting of the Chapter or otherwise show cause why NAHRW should not take action to place the Chapter into receivership was made by Ramadass and seconded by Lang. McKoy requested that he be allowed to report the Board's concern to Rankin. Ramadass withdrew the Motion.

INTERNATIONAL HUMAN RIGHTS

No report.

NEWSLETTER

In Connerty's absence, President Chase presented the Report of the Newsletter Committee. Copies of the Newsletter, recently mailed to the members, were distributed and reviewed by President Chase. A MOTION to accept the Newsletter Report was made by MacFarlane and seconded by Bethke. The Motion carried with all Ayes recorded.

RESOLUTIONS

Schiebel distributed the Resolutions Committee Report with Resolutions attached. A MOTION to accept the Resolution on the Southern Regional Conference was made by MacFarlane and seconded by Williams. The Motion carried with all Ayes recorded. A MOTION to accept the Resolution on the Civil Rights Act of 1984 was made by MacFarlane and seconded by Russell. Levinson recommended that the words without amendments be inserted after measure in the 3rd sentence, last paragraph. The Motion with the recommended editorial change carried with all Ayes recorded. A MOTION to receive the Resolutions Committee Report was made by MacFarlane and seconded by Conner. The Motion carried with all Ayes recorded. (Exhibit XIV.)

A MOTION on behalf of the Conference Planning Committee to direct the Resolutions Committee to develop a resolution in commemoration of Brown vs. Board of Education and the Civil Rights Act of 1964, as amended was made by Russell and seconded by MacFarlane. The Motion carried with all Ayes recorded.

A MOTION that the Resolutions Committee work with the Journal Committee in developing a resolution of commendation for Squires was made by Milette and seconded by Russell. The Motion carried with all Ayes recorded.

ISSUES

An Issues Report was distributed and reviewed by Burger. He announced that this Committee will meet immediately after the Board meeting on June 9, 1984. A MOTION to accept the Issues Report was made by Russell and seconded by Levinson. The Motion carried with all Ayes recorded. (Exhibit XV.)

President Chase requested that the Resolutions and Issues Committees coordinate their efforts. Russell requested that the Issues Committee along with the Federal Liaison Committee be prepared to deal with a 4:00 p.m. work session on October 22, 1984 that will address current issues. Notices will be sent to both Committees.

NAHRW/IAOHRA LIAISON

Following is the report as presented by Letts: The NAHRW/IAOHRA Liaison was initiated by the Past President and IAOHRA's President, Galen Martin to establish a closer relationship. Letts stated that he was appointed by President Chase to serve as the Liaison. Correspondence was sent to Martin by Letts. No response to this letter had been received nor had there been any other action from IAOHRA. In February, Letts stated that he was informed that Myers had been appointed IAOHRA's Liaison. Because the Liaison has received no direction from the President, Martin or Myers, Letts stated that he has no report. When so directed, the Liaison stated that he will pursue developing a relationship between the two Associations. A MOTION to adopt the Liaison's Report was made by Henderson and seconded by Adkins. The Motion carried with all Ayes recorded.

A MOTION to bring the Motion previously tabled (refer to Huska Motion, Page 4, paragraph 1) back on the floor was made by MacFarlane and seconded by Conner. The Motion carried with 1 Nay recorded. A discussion followed. Clyburn stated that while there are no substantive reasons for not having joint discussions/meetings, there are considerations in not having a joint conference and they include: the annual conference is a funding base that enables NAHRW to raise money; it would undercut the effectiveness of running the Association on a year to year basis; there is a need for diversity. Levinson stated that the Site Selection Committee does not recommend a joint conference, but it does not object to joint meetings on other issues. Myers recommended that the two Associations begin the process of working together and could consider conducting a joint training conference but not a joint annual conference. The Motion failed with all Nays recorded.

President Chase stated that it was his intention that the NAHRW/IAOHRA Liaison Committee come forward with recommendations.

TRAINING

Myers reported that on June 9, 1984 he met with the President and President Elect to discuss the training to be conducted at the Conference. He encouraged Chapters to conduct training in the future in the name of NAHRW and to identify a training coordinator. Myers stated that it is important to establish a library and develop resources that could be shared by all members. He informed the Board that IAOHRA's Training Manuals on Investigative and Hearing Examiner training are available through Conner or himself. He stated that there is commitment by both the President and President Elect to urge Chapter Presidents to coordinate localized training using these modules. President Chase requested that Myers develop a synopsis of availability for members. A MOTION to accept the Training Report was made by Letts and seconded by Conner. The Motion carried with all Ayes recorded.

PRESIDENT'S REPORT

President Chase reviewed his Report for the Board. He explained that NAHRW did not submit a bid to EEOC because it was his opinion based on preliminary research that the Association did not have the resources or experience to delve into such a project. He reported that while NAHRW did not submit a bid the Association was represented at the contractors pre-bid conference. President Chase informed the Board that he as a Commissioner has been requested to serve as a member of the Technical Advisory Committee for the EEOC contract. The Committee held their first meeting in Arlington, Virginia on Friday, June 8, 1984. A MOTION to accept the President's Report was made by Levinson and seconded by MacFarlane. The Motion carried with all Ayes recorded. (Exhibit XVI.)

By Board consensus, the meeting adjourned at 6:00 p.m. on June 9, 1984 and it was announced by President Chase that the Board would reconvene at 8:00 a.m. on June 10, 1984.

The National Association of Human Rights Workers Summer Board Meeting was reconvened and called to order at 8:00 a.m. by President Chase on June 10, 1984 at the Hollenden House, Cleveland, Ohio.

LEGAL

A MOTION to receive the Legal Committee Report of June 1984 was made by Myers and seconded by Henderson. Responding to a point of clarification on page 3, paragraph 2 requested by Benson, Levinson explained that Boarman's concern was that the minutes be accurate as it relates to By-Laws changes and proposed recommendations. An explanation of the computer systems to be provided to 706 agencies by EEOC was given by President Chase. Also discussed was that portion of the Report referencing Boarman's concern for the lack of expertise found on the part of investigators in the area of legal principles. Levinson stated that it is important for professionalism in this field and that it is the obligation of NAHRW to provide the tools necessary for investigators. Crow recommended that Boarman continue to offer updates on substantive case law. The Motion carried with all Ayes recorded. (Exhibit XVII.)

Myers recommended that Boarman be encouraged to continue to re-write the Kremer report for the Journal. The recommendation was received and accepted.

FEDERAL LIAISON

A MOTION to accept the Federal Liaison Report was made by Letts and seconded by MacFarlane. The Motion carried with all Ayes recorded. (Exhibit XVIII.)

President Chase called the Board's attention to the last page of the Federal Liaison Report relating to Boarman's recommendation of retaining Trisha Horton to write specific proposals. Myers recommended that there be a two hour slot for discussion on applying for grants scheduled on the next agenda. He stated that it is important to receive input from the Board on how we will execute programs. President Chase as a point of clarification stated that the Executive Committee was authorized at the meeting in Orlando, Florida to seek information on seeking funds. A MOTION to authorize the President to continue ongoing discussions with Horton and develop a short term relationship with Horton based on Boarman's recommendation was made by Levinson and seconded by MacFarlane. Levinson amended the Motion to read: to authorize the President to pursue discussions in looking towards and arrangement with someone to assist NAHRW in developing RFP's and contracts and to report back to the Board at the October Board meeting. The Motion carried with all Ayes recorded.

OLD BUSINESS

President Chase stated that he was in receipt of information on 800/Electronic. He explained that he had requested additional information but did not receive anymore but the rates. This system according to President Chase allows you to communicate electronically. In view of this conversation, Myers recommended that all agencies, specifically locals, apply for 706 status with EEOC so that they may take advantage of the computer/word processing systems that will be made available to 706 agencies.

Vacation of Board Positions

The following correspondence was received by President Chase regarding the vacations of Board positions and were read to the Board for the record: (Exhibit XIX.)

May 1, 1984, Mary Kraft, NAHRW Secretary

NAHRW Summer Board Meeting, June 9-10, 1984
Cleveland, Ohio

A discussion followed on Kraft's resignation from the position of Secretary. Huska recommended that the Board not accept the letter. She also expressed concern that the letter had not been previously called to the Board's attention. Other matters discussed included the fact that Kraft was a new member of the Association with little knowledge of the organization. It was noted that in the future an overview of responsibilities be provided to new Board members. A MOTION to accept Kraft's letter of resignation from the position of Secretary but to send a correspondence of apology and explanation and encourage her because of her expertise to remain an active member of NAHRW was made by Levinson and seconded by MacFarlane. The Motion carried with 2 Nays recorded. President acknowledged that he would forward said correspondence to Kraft.

May 25, 1984, Raymond Montoya, NAHRW Class of '84

A MOTION to accept Montoya's letter of resignation with regrets was made by Letts and seconded by MacFarlane. The Motion carried with all Ayes recorded.

May 29, 1984, Sally Jobsis, NAHRW Class of '85

A MOTION to accept Jobsis' letter of resignation with regrets was made by Russell and seconded by MacFarlane. The Motion carried with all Ayes recorded.

President Chase called the Board's attention to Ferron's membership status. A MOTION to declare the office of Vice President of the Atlantic Region vacant because the individual was not a member in good standing at the time he was elected, therefore, the election of the Vice President of the Atlantic Region was null and void was made by Russell and seconded by Clyburn. Ramadass reported that she placed several calls, sent an invoice and mailed two letters regarding this matter to Ferron. The Motion carried with all Ayes recorded.

President Chase reported that four Board vacancies now existed for the following positions: Vice President of the Atlantic Region, Secretary, Class of '84 and Class of '85. Per Article 6, Section 8 of the By-Laws the Board concurred that the vacancies would be appointed by the Board of Directors. Huska reminded the Board that according to the procedures adopted in Saginaw Jeffery Jenks was the person next in line in order of votes received. Ramadass noted the error made in placing 7 elected persons in the Class of '85. A MOTION that the Class of '85 remain as is with 6 elected persons was made by Letts and seconded by Bethke. The Motion carried with all Ayes recorded.

President Chase presented his recommendations for the vacated positions: Ramon MacFarlane for Vice President of the Atlantic Region; Lynn Morales for the position of Secretary; Jeffery Jenks for the position of Class of '84.

Letts nominated MacFarlane for the vacant position of Atlantic Region Vice President. The nomination was seconded by Levinson. A MOTION that the nominations be closed was made by Letts and seconded by McKoy. The Motion carried with all Ayes recorded. President Chase declared MacFarlane elected by acclamation.

Edmonson nominated Morales for the vacant position of Secretary. The nomination was seconded by Bethke. Clyburn nominated Benson for the vacant position of Secretary. The nomination was seconded by Huska. A MOTION that the nominations be closed was made by Benard and seconded by Levinson. The Motion carried with all Ayes recorded. The Board requested a commentary on both candidates that was subsequently presented by Edmonson and Clyburn. Members of the Nominating Committee conducted the election by secret ballot. Milette reported that the counting of the ballots revealed that Morales received the majority of votes. President Chase declared Morales elected to the position of Secretary.

Myers nominated Jenks to the vacant position of Class of '84 per the procedure established in Saginaw, 1983 of those who had been nominated and received votes but not placed on the Board of Directors. The nomination was seconded by Milette. A MOTION to close the nominations was made by Williams and seconded by Bethke. The Motion carried with all Ayes recorded. President Chase declared Jenks elected to the Class of '84 position.

President Chase directed that the Nominating Committee advise the membership that 3 vacancies will exist for the Class of '85.

Benard requested Board consideration in allowing the Michigan Out State Chapter to levy dues. A MOTION to approve the Michigan Out State to levy dues was made by Russell and seconded by MacFarlane. The Motion carried with all Ayes recorded.

Morales read for the record a May 22, 1984 correspondence from IAOHRA's President, Galen Martin, received by President Chase. (Exhibit XX.)

Annual Report

President Chase reported that an action is in place for the Report.

Madison, Wisconsin Inquiry

President Chase stated he had received an inquiry for comments on the merging of the Affirmative Action office and the EEO office in that City. In his response to the inquiry, President Chase stated that he explained that there is a distinct difference between the two offices. Clyburn offered to send information on this matter and Levinson stated that he had sent a response to the inquiry.

October Board Meeting

President Chase announced that the NAHRW October Board meeting is scheduled for Friday, October 19, 1984 at 8:00 a.m. He reported that it will be a breakfast meeting and will have a two hour time frame. Letts recommended that all written reports be submitted in writing prior to the October 19th Board meeting.

Benard requested that Chapter Chairpersons be included in all mailings, be recognized at Board meetings and that all literature reflect same.

Milette acknowledged Boarman's recommendation that all Chapter Chairpersons' reports be submitted at the Annual Meeting. President Chase stated that he will notify them of their responsibility.

Page -11-

NAHRW Summer Board Meeting, June 9-10, 1984
Cleveland, Ohio

Levinson acknowledged and extended appreciation to Williams for the outstanding job done in hosting the NAHRW Summer Board meeting and the Board concurred.

Letts recommended that President Chase forward an immediate correspondence to the President of IAOHRA requesting continued efforts in developing a working relationship and continued cooperation between the Associations.

President Chase commended Board members for their attendance, contributions and support of the NAHRW membership.

A MOTION to adjourn the June 9-10, 1984 NAHRW Summer Board Meeting was made by Lang and seconded by Levinson. The Motion carried with all Ayes recorded.


Lynn M. Morales, Secretary

Date Approved: _____

ATTENDANCE LIST
NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
SUMMER BOARD MEETING
CLEVELAND, OHIO
JUNE 9-10, 1984

PRESENT

Donald Burger
Leon Russell
Elizabeth Ramadass
Richard Letts
Jack Lang y Marquez
Debra Ann Schiebel
James Clyburn
James Chase
Irene Gomez-Bethke
June Adkins
Earl Benson
Charles Edmonson
Loretta Huska
Cathy Milette
Gerald Henderson
Lawrence Myers
Earl Williams
Stephen Levinson
Henry McKoy
Eleanor Crow
Marjorie Conner
Gregory Squires
Andrea Benard
Ramon MacFarlane
Mary Snead
Lynn Morales

ABSENT

Mary Kraft
Edward Rutledge
Paul Connerty
Raymond Montoya
Albert Nelson
James Yates
Bertha Mason
James Hunt
Sally Jobsis
Clarence Farmer
Joseph Yaffee
Joseph Smalls
James Wright
John Ferron
Anthea Boarman
Barry Best
Jeffery Jenks



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

NAHRW SUMMER BOARD MEETING
JUNE 9-10, 1984
CLEVELAND, OHIO

Reply to:

A G E N D A

Roll Call
Minutes Oct 1983, Feb 1984
Reports:

Treasurer-----RAMADASS
VP Atlantic-----FERRON
VP South-----MCKOY
VP Mid-West-----CONNER
VP West-----CROW
LCCR-----LEVINSON
Budget/Finance-----MASON
Nominations-----MILETT
Conference Planning--RUSSELL
Conference Host-----WILLIAMS
Legal-----BOARMAN
Liaison-----BOARMAN
Membership-----RAMADASS
Int'l Human Rights---RUTLEDGE
Newsletter-----CONNERTY
Editorial-----CLYBURN
Resolutions-----SCHIEBEL
Issues-----BURGER
NAHRW/IAOHRA Liaison-LETTS
Training-----MYERS
President's-----CHASE

Old Business:

Communications-800/Electronic
Mail
EEOC RFP
Vacation of Board Positions
Site Selection Policy
Annual Report
Action Plan

New Business:

Appointments to fill Vacated
Board Positions
Madison, Wisconsin Inquiry
October Board Meeting

Adjournment

The Nation's Only Professional Human Rights Association - Founded 1947

Publishers of the JOURNAL OF INTERGROUP RELATIONS and NAHRW NEWSLETTER



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

Reply to:

TO: NAHRW BOARD MEMBERS
FROM: LYNN M. MORALES, SECRETARY
DATE: SEPTEMBER 7, 1984
SUBJECT: OCTOBER BOARD MEETING

This comes to officially notify you that the NAHRW Fall Board Meeting is scheduled for Friday, October 19, 1984 at 8:00 a.m. at the Hollenden House, Cleveland, Ohio. Enclosed for your information is a copy of the proposed Agenda for this meeting.

Also, included please find the minutes as recorded at the NAHRW Summer Board Meeting on June 9-10, 1984 in Cleveland, Ohio. Exhibits III through XX will sent to you in a separate mailing.

Enclosures: 2



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

NAHRW FALL BOARD MEETING
OCTOBER 19, 1984, 8:00 A.M.
CLEVELAND, OHIO

Reply to:

T E N T A T I V E A G E N D A

Roll Call
Minutes June 1984
Reports:

Treasurer-----RAMADASS
VP Atlantic-----MACFARLANE
VP South-----MCKOY
VP Mid-West-----CONNER
VP West-----CROW
LCCR-----LEVINSON
Budget/Finance-----MASON
Nominations-----MILETT
Conference Planning--RUSSELL
Conference Host-----WILLIAMS
Legal-----BOARMAN
Liaison-----BOARMAN
Membership-----RAMADASS
Int'l Human Rights---RUTLEDGE
Newsletter-----CONNERTY
Editorial-----CLYBURN
Resolutions-----SCHIEBEL
Issues-----BURGER
NAHRW/IAOHRA Liaison-LETTS
Training-----MYERS
President's-----CHASE

Old Business:

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New Business:

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Adjournment



STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

500 BREMER TOWER
7TH PLACE AND MINNESOTA STREET • SAINT PAUL, MINNESOTA 55101
(612) 296-5663

February 3, 1984

James Chase
President NAHRW
P.O. Box 101394
Anchorage, Alaska 99510

Dear James:

I thought I would send you two letters, a short one for publication and another to share with you the events leading to my resignation.

During the past legislation session the department had almost been done in and had the threat of receivership under the Department of Administration. After a successful lobbying effort by the League of Human Rights Commissions we were given \$200,000 more than the Governor recommended, \$50,000 of that was held in a contingency fund. They also assigned a transition team to "study" the department. The Governor also appointed a Blue Ribbon Task Force to study the department. Plus a media blitz culminated by "WCCO I Team" Report on racism in the Twin Cities - title was changed to "Whats wrong with the Human Rights Department."

Since day one we have had traffic going thru here like you would not believe. In order to make a long story short, the attention focused on the Commissioner, but it should have focused on the real issue: the historic lack of funds this department has faced over the past 10 years. I inherited over 3,300 cases that spanned over a decade. As a result of the adverse publicity (I was the sole subject of 4 days on T.V. by the I Team).

I resigned as Commissioner of the Department of Human Rights which will not solve the problems. I stepped down in order to allow the Governor to proceed with changes that perhaps will result in overcoming the problems of the department. The Governor has appointed (a white female) as acting commissioner who incidently wrote one of the reports.

All top administration resigned. Oliver Spencer who is a black male is no longer Deputy Commissioner. I guess that means Oliver and myself must resign our membership in NAHRW.

February 3, 1984

I ran for the NAHRW board with every intention of being a productive and hard working board member and was committed to that end.

What happened in Minnesota is reflective of the national trend; a regression from civil rights and equal opportunity.

The best part of this last year was meeting so many good people such as yourself and that enriched my life.

Sincerely,

Irene

Irene Gomez-Bethke
Commissioner

IGB/rmc

Dear Lisa

*Believe me it was political assassination
by the WCCO TV-ITeam!*

The sabotage was both internal / external.

I got quite an education on ^{how} dirty things can get.

*I thought you might like a copy of the letter
I sent James Chase. I may be on the ropes
but I am not out - Keep in touch I value
your friendship.*

*Sincerely
Irene*



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

NAHRW

The National Association of Human Rights Workers, organized in 1947, is composed primarily of individuals engaged in intergroup relations in a professional salaried staff capacity, as a teacher in intergroup relations or related fields in a recognized college or university; as a recognized authority; as a member of the governing body of any agency or commission substantially engaged in the intergroup relations field of human rights, civil rights, and individuals who subscribe to NAHRW's purposes:

- TO ENCOURAGE THE COLLECTION, COMPILATION AND DISSEMINATION OF IDEAS, INFORMATION AND RESEARCH ENGAGED IN THE IMPROVEMENT OF INTERGROUP RELATIONS
- TO FACILITATE THE EXCHANGE OF KNOWLEDGE, EXPERIENCE AND RESEARCH AMONG GOVERNMENTAL AGENCIES AND PRIVATE ORGANIZATIONS DEALING WITH RACIAL, RELIGIOUS, ETHNIC AND CULTURAL RELATIONS
- TO ADVANCE GENERALLY THE SCIENCE, PROCESSING AND ART OF INTERGROUP RELATIONS AND TO IMPROVE THE STANDARDS OF WORK IN THAT FIELD, ADVANCING TECHNICAL AND PROFESSIONAL KNOWLEDGE, STANDARDS AND PRACTICE.

PUBLICATIONS

Since 1959, NAHRW has published the Journal of Inter-Group Relations quarterly. This publication contains articles and reports on intergroup relations, issues, developments, theories, and practices.

Members also receive the NAHRW Newsletter which reviews organization activities, work of city and state commissions, job listings, and other membership news.

TRAINING

NAHRW trains human rights workers all over the country by hosting skills and training workshops in various regions during the year.

CHAPTERS

NAHRW has chartered local chapters in many states. Their activities are reported at the annual conference by chapter presidents. These chapters maintain the goals and policies of the national association throughout the year and are important links to their communities.

GOVERNING BOARD

The affairs of NAHRW are handled by a Board of Directors comprised of persons elected by the membership and those who serve as chapter presidents. The Board governs the Association and determines policy between annual meetings. An Executive Committee acts for the Board between Board meetings.



City of Alexandria, Virginia

OFFICE OF HUMAN RIGHTS

110 N. Royal Street
Suite 501
Alexandria, Virginia 22314
(703) 838-4955



All-America City

M E M O R A N D U M

DATE: AUGUST 31, 1984
TO: MEMBERS OF THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS (NAHRW)
FROM: STEPHEN M. LEVINSON, NAHRW BOARD OF DIRECTORS, LCCR REPRESENTATIVE *SML*
RE: ENCLOSURES

I hope all of you had a relaxing summer and that this Memo finds all of you in good health. Enclosed please find the following:

1. A package of materials concerning the Civil Rights Act of 1984 (Grove City legislation). Please review this material carefully, and do as many of the items in #A., Immediate Tasks, in Ralph's letter of August 22, 1984, as possible. We are down to the wire, it is going to be a very difficult few weeks, and your help is urgently needed! Only with a strong grass roots effort, only with your help over the next 2 - 3 weeks, can we succeed.
Please do all you can!
2. A copy of some Letters to the Editor in The Washington Post of August 23, 1984.
3. A copy of a Memo concerning Judicial memberships in discriminatory clubs.
4. Some material concerning the Cuban - Haitian Adjustment Act of 1984 (HR 4853).
5. A copy of the LCCR Statement on the Republican Party Platform.
6. A copy of the LCCR Statement on the 20th Anniversary of the Civil Rights Act of 1964.

That's all I have at the moment. Please do all that you can in your local communities to help secure passage of the 1984 Civil Rights Act. Hope to see all of you in Cleveland.



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Statement of Ralph G. Neas

Executive Director

Leadership Conference on Civil Rights

Regarding the Reagan Administration's Opposition to the Civil Rights Act of 1984

August 23, 1984

For the past several weeks, millions of Americans have been celebrating the triumphs of our athletes in the Olympic Games. And rightly so. Their performances were magnificent and inspirational.

While we applauded the victories, we also acknowledged the vital role that Title IX, the federal law that forbids sex discrimination in our educational institutions, and other civil rights statutes, played in the attainment of those victories. Indeed, in so many instances, these laws provided our women and minorities the opportunity to participate fully and successfully in the 1984 Games.

The effectiveness of these laws can be easily measured. Take, for example, Title IX. A recent study by the National Coalition for Women and Girls in Education found that 35 percent of high school varsity athletes were women, compared to 7 percent in 1972 when Title IX was enacted. While virtually no colleges or universities offered athletic scholarships to women in 1971, scholarships rose to 5000 five years ago and 10,000 now. And the number of women involved in intercollegiate sports has jumped from 16,000 in 1972 to more than 160,000 today. Those figures represent an astonishing success story.

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But many Americans do not realize that our civil rights laws, and our future Olympic efforts, are in serious jeopardy. For six months ago, the United States Supreme Court, in the Grove City College decision, sided with the Reagan Administration and dramatically narrowed the coverage of Title IX.

As a practical matter, there is no longer any Federal law which comprehensively prohibits sex discrimination in education. Women's athletic programs have been stripped of the federal protections that allowed women athletes to come into their own over the past decade.

Even more tragically, the Reagan Administration has applied the holding of the Grove City case to our other major civil rights statutes: Title VI of the 1964 Civil Rights Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975. These are the laws, along with Title IX, that prohibit discrimination in those institutions which receive federal funding. These are the laws that have desegregated our schools and hospitals and have provided equality of opportunity for millions of Americans.

Because of the Grove City decision and the actions of the Reagan Administration, the federal government may now subsidize discrimination against women, minorities, the disabled, and senior citizens.

The disastrous consequences have already begun. In just the first three months after the decision, the Reagan Administration dropped more than 20 discrimination suits brought by women and minorities.

In response to this unconscionable situation, the House of Representatives quickly acted. On June 27, the House passed the Civil Rights Act of 1984 which would restore the four principal civil rights statutes to their previous scope and coverage. The vote was 375-32.

In the Senate, 63 members, including the Republican leadership, have sponsored the Civil Rights Act of 1984.

But, regrettably, the Reagan Administration and the Radical Right, led by Senators Orrin Hatch, Jesse Helms, and John East are vigorously opposing the legislation. They are conducting a stall strategy coupled with a campaign of scare tactics regarding the effects of the bill.

However, their tactics failed in the House. And we do not believe that they will work in the Senate. Eleven days of hearings conclusively demonstrated that the arguments of the Radical Right are without foundation. Indeed, thirteen former high ranking officials from the Johnson, Nixon, Ford, and Carter Administrations have stated that the Civil Rights Act of 1984 will simply reaffirm previous judicial and executive branch interpretations and enforcement practices.

While we are confident that the measure will pass, we also expect that Senators Hatch, Helms, and East will filibuster the bill when it reaches the Senate floor. With only four legislative weeks remaining in the 98th Congress, the Senate leadership will have to make a concerted effort to ensure that the measure is enacted.

I would like to close with an appeal to President as he prepares to address the American people tonight.

Mr. President, without question, your Administration has compiled the worst civil rights record of any administration in more than half a century. The rigid ideologues who administer your policies have seized every opportunity to weaken our civil rights laws and to restrict remedies that have long been available to victims of unlawful discrimination.

Specifically, among many other things,

- Your Administration tried to reverse the well-established federal policy of denying tax exempt status to schools which discriminate on the basis of race (Bob Jones);
- Your Administration led for many months the opposition to a strong and effective extension of the Voting Rights Act;

- Your Administration destroyed the independence of the Civil Rights Commission;
- And your Administration has refused to enforce vigorously the law with respect to discrimination in housing, in education, and in employment.

But, as miserable as the Reagan record on civil rights is, hope springs eternal. We hope that the 1984 Olympic Games have helped you to better understand the importance, necessity, and efficacy of our civil rights laws.

We ask you to join the 375 House members, the 63 Senate cosponsors, the U.S. Olympic Committee, the over 200 national organizations, and the vast majority of our country's citizens, in supporting the Civil Rights Act of 1984.

And, finally, we hope that you fully realize what is at stake in the coming weeks. With each passing day, our future Olympic prospects become more and more endangered. Indeed, your opposition to the Civil Rights Act of 1984 poses more of a threat to America's future Olympic efforts than any other possible factor, including political boycotts.

But, most importantly, your continued opposition to the Civil Rights Act of 1984 could deny equality of opportunity to millions of minority, female, disabled, and senior citizens. Mr. President, to act consistently with our nation's irrevocable commitment to equality of opportunity for all, support the Civil Rights Act of 1984.

The Leadership Conference on Civil Rights is a coalition of 165 national organizations representing Blacks, Hispanic and Asian American, women, labor, the disabled, the aged, religious groups, and minority businesses and professions.

#####



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ADMINISTRATIVE ASSISTANT
Lisa M. Haywood

TO: LCCR Organizations

FROM: Ralph G. Neas

DATE: August 22, 1984

CIVIL RIGHTS ACT OF 1984

A. Immediate tasks:

1. Please send a letter to Senators a.s.a.p.
Senator Baker is our principal target.
See enclosed target list.
2. Activate state and local affiliates
 - a. Send out legislative alerts and newsletters a.s.a.p.
 - b. We need:
 - 1) Letters and phone calls from your membership
 - 2) Phone calls and/or visits from your state
and local Presidents/Chairs.
3. Touch base with LCCR state coordinators (See enclosed list)
 - a. Establish state coalitions
 - b. With other groups, set up press conferences,
letter campaigns, phone banks, coalition visits
to state and local offices of the Senators

B. Press Conference Tomorrow

1. Place: 2226 Rayburn House Office Building
2. Time: 10:00 a.m.
3. Theme: Reagan Administration opposition to The Civil
Rights Act of 1984 jeopardizes America's
Olympic Future and equal opportunities for
minorities, women, the disabled, and senior
citizens.
4. Please attend if you can (with a press release!)

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TARGETS

DEMS

"A"

Baucus
Bentsen
Biden
Bingaman
Bradley
Burdick
Chiles
Cranston
DeConcini
Melcher
Dixon
Dodd
Eagleton
Glenn
Hart

Hollings
Inouye
Kennedy
Lautenberg
Tsongas
Leahy
Levin
Matsunaga
Metzenbaum
Mitchell
Moynihan
Pell
Proxmire
Riegle
Sarbanes

Dem.
Cospinors

"B"

Bumpers
*Byrd
*Exon
*Ford
*Huddleston

*Johnston
*Long
*Randolph
*Sasser

"C"

*Boren
*Heflin
*Nunn
*Pryor

Stennis
Zorinsky

REPS

"A"

Rep
Cospin.

Boschwitz
Chafee
Cohen
Durenberger
Evans
Gorton
Heinz

Mathias
Packwood
Percy
Specter
Stafford
Weicker

"B"

*Andrews
**Baker
*Danforth
Dole

Hatfield
Kassebaum
**Stevens

"C"

*Domenici
*Pressler
**Quayle

Rudman
*Simpson

"D"

Abdnor
*Cochran
*D'Amato
Goldwater
**Grassley
*Hawkins
*Humphrey
*Jepsen
*Kasten
Laxalt

*Lugar
*Mattingly
*Murkowski
*Roth
**Thurmond
Tower
Trible
Wallop
Warner
Wilson

"E"

Armstrong
Denton
East
Garn
Hatch
Hecht

Helms
McClure
Nickles
Symms



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TO: Participating Organizations

FROM: Ralph G. Neas

DATE: August 15, 1984

LCCR Coordinators

C.R.A. Extension Legislation

Lobbying Grassroots Assignments

Alabama	Althea Simmons	NAACP	638-2269
Alaska	Angie Bean	MALDEF	393-5111
Arkansas	Betsy Lawson	League of Women Voters	429-1965
Arizona	Janet Schroyer-Portillo	La Raza	628-9600
California	Kristin Stelek	AAUW	785-7712
Delaware	Jeff Menzer	BPW	293-1100
Florida	Sharon Rennart	Epilepsy Foundation	459-3700
Georgia	Faith Ortins	U.S. Student Association	775-8943
Illinois	Diane Doughty	N.O.W.	347-2279
Iowa	Betsy Lawson	League of Women Voters	429-1965
Indiana	Bob McAlpine	National Urban League	393-4332
Kansas	Elani Houghton	Common Cause	833-1200
Kentucky	Diane Doughty	N.O.W.	347-2279
Louisiana	Althea Simmons	NAACP	638-2269
Mississippi	Althea Simmons	NAACP	638-2269
Missouri	Betsy Lawson	League of Women Voters	429-1964
Montana	Jane O'Grady	AFL-CIO	637-5393

- over -

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New Hampshire	Elani Houghton	Common Cause	833-1200
New York	Bob McAlpine	National Urban League	393-4332
New Mexico	Angie Bean	MALDEF	393-5111
North Carolina	Diane Doughty	N.O.W.	347-2279
North Dakota	Betsy Lawson	League of Women Voters	429-1965
Oklahoma	Muriel Spence	ACLU	544-1681
Oregon	Catherine East	Nat'l Women Political Caucus	347-4456
Pennsylvania	Bob McAlpine	National Urban League	393-4332
South Carolina	Althea Simmons	NAACP	638-2269
South Dakota	Betsy Lawson	League of Women Voters	429-1965
Tennessee	Joel Packer	Nat'l Education Assoc.	822-7329
Texas	Janet Schroyer-Portillo	Nat'l Council of La Raza	628-9600
Vermont	Elani Houghton	Common Cause	833-1200
Virginia	Muriel Spence	ACLU	544-1681
Washington	Catherine East	Nat'l Women Political Caucus	347-4456
Wisconsin	Muriel Spence	ACLU	544-1681
West Virginia	Betsy Lawson	League of Women Voters	429-1965



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June 11, 1984

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Civil Rights Act of 1984

Facts and Fictions

In February, 1984, the Supreme Court handed down a ruling in Grove City College v. Bell limiting the reach of the only comprehensive federal law protecting the rights of women and girls in schools and colleges — Title IX of the Education Amendments of 1972.

In response to this decision, two identical bills, H.R. 5490 and S. 2568, were simultaneously introduced in the House and Senate. Since its introduction, there has been some misunderstanding of the purpose of this legislation.

The following will correct some of the misunderstandings.

FICTION: The Civil Rights Act of 1984 represents the most expansive civil rights legislation in American history.

FACT: This is not true. This legislation simply restores Title IX to the status it enjoyed prior to Grove City, and clarifies that similar laws banning discrimination based on race and national origin (Title VI of the Civil Rights Act of 1964), disability (Sec. 504 of the Rehabilitation Act of 1973) and age (the Age Discrimination Act of 1975) are also comprehensive in nature.

FICTION: The proposed legislation is a major expansion of coverage for these laws beyond what existed prior to Grove City.

FACT: This claim is based on the false argument that Title IX and the other civil rights laws have always been interpreted as being limited to individual programs receiving federal funds (program-specific). In fact, since 1964, when the first of the civil rights laws was passed, until 1981, when President Reagan took office, every executive branch agency with civil rights responsibility interpreted the coverage of these laws to be institution-wide and enforced them accordingly.

FICTION: Since only Title IX was involved in the Grove City decision, it is only necessary to amend Title IX.

FACT: The three other statutes amended by the proposed legislation have the same "program or activity" language that was narrowed in Grove City. Senior officials in the U.S. Department

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of Justice have said that this narrow decision would be applied to all the civil rights laws, not just Title IX. To make sure that the other statutes will not also be narrowed as a result of Grove City, it is important to clarify their meaning as well.

FICTION: The proposed legislation expands Title IX coverage to the non-educational or commercial activities of an educational institution.

FACT: This is not an expansion. Title IX has always covered these activities.

FICTION: The proposed legislation expands coverage so that federal assistance to a State university system triggers coverage in all other State department and agencies.

FACT: Prior to Grove City, the receipt of federal money by a State university did not trigger coverage for the entire State. The proposed legislation would not change that situation.

FICTION: The Grove City decision has not significantly limited civil rights protections.

FACT: The Grove City decision has limited civil rights protections. For example, the Office of Civil Rights, which enforces Title IX, has closed several Title IX investigations in mid-stream as a direct result of the Grove City decision. These are cases which would have been investigated and remedial prior to Grove City.

FICTION: The proposed legislation would increase overlap between federal enforcement agencies, creating confusion and duplication.

FACT: Agency overlap already exists. This legislation would not increase it. Two Executive Orders, regulations and various delegation agreements already exist to promote cooperation between agencies and minimize the negative effects of overlap.

FICTION: The proposed legislation would increase federal intrusion into state and local affairs.

FACT: The same entities that were obligated to comply with these laws prior to Grove City would be obligated under the proposed legislation. The number of recipients is not expanded by this legislation. Moreover, the federal government has a right and an obligation to put conditions of the receipt of federal funds in order to protect the rights of its citizens.

FICTION: The proposed legislation will create a flood of civil rights litigation by permitting any member of the Bar to serve as an attorney general and bring private suits to enforce these laws.

FACT: Individuals already have a right to bring private suits under all these laws. The proposed legislation will not change that. However, the Grove City decision, by sharply narrowing Title IX, may cause people protected by Title IX

and the other civil rights statutes to abandon the administrative process upon which enforcement of those laws largely depends. This would force many more cases into the courts which are more cumbersome and more expensive.

FICTION: The proposed legislation would allow the federal government to terminate funds in a part of entity that does not discriminate if discrimination is found in any other part of that entity. This will cause the innocent to suffer along with the guilty.

FACT: As was the case previous to Grove City, the federal government would only be allowed to terminate assistance where there is a nexus between that assistance and discrimination. Though the words in the proposed legislation are different from current law, the pinpointing requirement which makes fund termination narrow is maintained.

FICTION: The proposed legislation would expand the use of the effects test in determining discrimination.

FACT: The proposed legislation does not address the effects standard. Nor does it expand the number of entities that would be considered recipients of federal funds. All the regulations enforcing these statutes currently incorporate an effects standard and this would not be changed by the proposed legislation.



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202/667-1780

August 2, 1984

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Ralph G. Neas

ADMINISTRATIVE ASSISTANT
Lisa M. Haywood

Dear Senator,

Soon the Senate will consider the Civil Rights Act of 1984.

This important legislation, which now has 63 cosponsors in the Senate, passed the House of Representatives on June 26th by the overwhelming margin of 375-32. Perhaps just as significant, the House rejected all the substantive amendments that were offered, most of them by a voice vote.

However, the Radical Right, led by Senators Orrin Hatch, Jesse Helms, and John East, are vigorously opposing the measure. They are conducting a stall strategy coupled with a campaign of scare tactics regarding the effects of the bill.

But their tactics did not work in the House and we do not believe that they will work now. Eleven days of hearings, with scores of witnesses, conclusively demonstrated that the arguments of the Radical Right are without foundation. Indeed, thirteen former high-ranking officials from the Johnson, Nixon, Ford, and Carter Administrations have stated that the legislation will simply reaffirm previous judicial and executive branch interpretations and enforcement practices which provided for broad coverage of our anti-discrimination provisions.

Because of the expected Radical Right filibuster, the legislation will face the usual time-consuming procedural obstacles. But we are confident that the Civil Rights Act of 1984 will be enacted. For the coalition of more than 200 organizations and the congressional coalition supporting the bill, of which you are a vital part, reflect the same type of bipartisan consensus that propelled the Voting Rights Act Extension to such a stunning victory in the 97th Congress.

Once again, we very much appreciate your leadership on this issue. And, in order to ensure that the Civil Rights Act of 1984 will be simply a return to the pre-Grove City status quo and that it will be enacted this year, please oppose substantive amendments.

With warm regards,

Sincerely,

Ralph G. Neas
Executive Director

Benjamin L. Hooks
Chairperson

"Equality In a Free, Plural, Democratic Society"

34th ANNUAL MEETING • JUNE 11-12, 1984 • WASHINGTON, D.C.

The New York Times

Pass the Civil Rights Act of 1984

Most of Congress clearly wants to do something, fast, to make sure the Federal Government doesn't subsidize discrimination against minorities, women, older Americans and the handicapped. The House has voted 375 to 32 to overturn a Supreme Court decision that allows schools and other institutions to accept Federal money through one office while discriminating in another.

Attention therefore turns to the Senate, where the bill has 62 sponsors but some resourceful opponents. Time will be short after tonight's convention recess to overcome obstructionism in the Judiciary Committee, the threat of a filibuster and the Reagan Administration's harassment. The Civil Rights Act of 1984 needs urgent help.

Civil rights organizations and other groups have joined with a broad, bipartisan coalition in Congress for a clear, limited purpose: to restore to the Federal Government the full range of enforcement power, including the rarely used but effective power to cut off funds, that existed before the Supreme Court spoke. Except for a curious floor amendment purporting to extend the anti-bias laws to Congress and the judiciary, the House has hewed to that line, warding off attempts to build a top-heavy civil rights Christmas tree.

The temptation to apply the bias laws directly to Congress and the courts is understandable. Those

branches have long been busy issuing rules for only others to obey. But that gap in the law cannot be filled merely by defining the Legislature and judiciary as "recipients" of Federal funds. The problem should be addressed seriously, but separately.

Meanwhile, the Reagan Administration has been anything but helpful. William Bradford Reynolds, the Assistant Attorney General for Civil Rights, argues that the bill could be construed to find mom-and-pop food stores "recipients" of Federal money and thus required to install ramps for wheelchairs — because they deal with food stamps. He suggests that individuals receiving Social Security checks might be similarly covered.

As 13 former civil rights enforcers for the Johnson, Nixon, Ford and Carter Administrations have testified, Mr. Reynolds is imagining things. His hobgoblins, and others, were raised and dispatched in two days of House debate. It's certainly unlikely that Mr. Reynolds himself would so wildly misconstrue this law and there's no basis for fearing that others would.

Senators Orrin Hatch and Jeremiah Denton now say they share some of Mr. Reynolds's fears, so the going will be hard in the Judiciary Committee. Like all the great rights laws of the last two decades, this one has found its obstructionists who play for time. Once again it will take all the strength that moderate and bipartisan leaders can muster to overcome them. But they will be overcome.

The Washington Post

Progress on Grove City

Post
7-2-84

WITH OVERWHELMING support from both parties, the House has voted to reverse the Supreme Court decision in the *Grove City* case, which severely restricted the reach of federal anti-discrimination laws. Sponsors of the bill earned that strong bipartisan support in the House—and deserve similar support in the Senate—through the inherent merit of their cause, and through the care with which they addressed and answered various charges that had been raised against the measure.

By limiting application of laws prohibiting discrimination to the specific program or activity receiving federal money—rather than the larger institution of which it is a part—the Supreme Court overturned longstanding practice and effectively gutted federal anti-discrimination efforts. The administration contends that it does not oppose the objective of returning anti-discrimination laws to their pre-*Grove City* status. But it claims that the House language would create new protections and lead to further federal entanglement in the affairs of states, localities and private institutions.

Upon closer inspection, however, the “horror story” examples raised by administration officials turn out to have nothing but scare value. Numerous officials who enforced anti-discrimination laws during previous Republican and Democratic administrations have testified that the House bill is carefully written to do no more than put

into law administrative rules that have long governed enforcement of laws prohibiting discrimination on the basis of race, age, sex or handicap. The committee report specifically addresses each of the hypothetical cases raised by the administration and demonstrates that the claimed results are either incorrect or represent no change from existing law.

Farmers will not be subject to new controls because they take farm subsidies, nor will banks be because they cash Social Security checks. Hordes of federal enforcers will not descend upon unoffending state agencies—all of which are, in any case, barred from acts of discrimination by numerous constitutional and statutory prohibitions. Limits on remedies and enforcement remain intact.

In fact it is noteworthy that the Justice Department has failed, upon invitation from Sens. Bob Dole and Ted Kennedy, to come forward with any official suggestions as to how the language of the bill could be improved. That's not surprising when you realize that the regulations upon which it is based were originally drawn up with the close attention of top Cabinet officials—including Caspar Weinberger, then Secretary of health, education and welfare—and have survived many years of enforcement. There will always be gray areas in interpreting and applying anti-discrimination laws. But the House-passed measure does not add to that difficulty.

THURSDAY, AUGUST 23, 1984

LETTERS TO THE EDITOR

Civil Rights: An 'Independent' Commission

The Post's Aug. 12 editorial "Whose Civil Rights Commission?" was most disappointing. Once again, The Post failed to mention critical elements of the 1983 congressional effort to save an independent commission.

First, it is important to note that during the seven-month struggle substantial majorities of both houses of Congress opposed President Reagan's unprecedented attempt to fire members of the commission. And the Senate refused to confirm his nominees.

Second, The Post neglected to describe fully the compromise that a bipartisan group of senators forged in the final moments before adjournment. The guiding principles of that compromise were that commissioners could not be fired except for cause and that no president, including President Reagan, could stack the commission by appointing a majority of its members within a single term. The latter principle is the reason that the compromise included a prerequisite that Republican commissioners Mary Louise Smith and Jill Ruckelshaus be reappointed.

Regrettably, after Congress passed the compromise, President Reagan repudiated the Smith/Ruckelshaus agreement, and they were not reappointed. By dismissing a total of five commissioners who dared to criticize his policies and by replacing them with persons who share his views, President Reagan has robbed the commission of its legitimacy as an independent agency. Tragically, the restructured eight-member commission has become nothing but an extension of the White House press apparatus.

Walter Mondale is absolutely correct. We must do everything possible, within the present law, or by changing that law, to restore an independent Civil Rights Commission.

RALPH G. NEAS
Executive Director
Leadership Conference on Civil Rights
Washington

I hope that Walter Mondale takes the advice of The Post's editorial page. The U.S. Commission on Civil Rights, to paraphrase my colleague Commissioner John H. Bunzel, "belongs to no president, or congressman, or special interest group."

I concur with The Post's assessment of Mr. Mondale's attempt to make it his commission. I think his definition of independence is making the commission independent of Republicans and dependent on Democrats. This is a strange definition of the term.

CLARENCE M. PENDLETON JR.
Chairman
U.S. Commission on Civil Rights
Washington

The Washington Post is amazing.

Ronald Reagan's attorney general, disregarding the fundamental role of the judiciary in protecting the rights of the politically powerless, repeatedly calls upon the courts to heed "the groundswell of conservatism evidenced by the 1980 election." The Reagan administration supports unconstitutional legislation to strip the federal courts of jurisdiction to remedy denials of the rights of minorities and refuses to obey court decisions it does not like. So, when Mr. Reagan's opponent points out the high stakes involved in having a Supreme Court shaped by an administration so oblivious to the judiciary's proper role, The Post admonishes *Walter Mondale* against "bashing the potential Reagan court" [editorial, Aug. 13].

Ronald Reagan, in an unprecedented action, fires five members of the U.S. Commission on Civil Rights who have criticized the policies and enforcement record of his administration. He violates an agreement with congressional leaders designed to restore some balance to the commission he has almost destroyed. Walter Mondale says he will work to restructure the commission "so that it speaks independently again" and "so it can criticize me [as president]." So The Post rebukes *Mondale*, suggesting that he does not mean what he says about an independent commission [editorial, Aug. 12].

It seems clear that if Ronald Reagan continues to tamper with structures designed to protect the basic rights of citizens, Walter Mondale will be in deep trouble with The Washington Post.

There was a time only a decade ago when The Post recognized that, legitimate policy differences aside, it is dangerous for a president to seek to subvert institutions that guard against governmental abuses of power. In the Watergate affair, The Post also understood that the fact many presidents have bent the rules and that politicians engage in politics should not be allowed to obscure the issue when executive action poses a threat to our constitutional system. But it is 1984, and The Post seems to have forgotten its own lessons.

WILLIAM L. TAYLOR
Washington



Leadership Conference on Civil Rights

August 1, 1984

2027 Massachusetts Ave., N.W.,
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202/667-1780

To: Members of the American Bar Association

JUDICIAL MEMBERSHIP IN DISCRIMINATORY CLUBS

This letter is written on behalf of the Leadership Conference on Civil Rights, a coalition of 165 national organizations representing Blacks, Hispanics, Asians, Native Americans, Religious groups, Women, and others concerned with civil rights for all.

We urge you to support an amendment to the Commentary to the ABA Code of Judicial Conduct which will state clearly that it is inappropriate for a judge to hold membership in a club that invidiously discriminates on the basis of race, religion, national origin or sex. It is essential to a system of equal justice that justice not only be done but appear to be done.

Our members know that those who are deemed "unworthy" of membership in a private club solely on account of their race, religion, national origin, or sex inevitably lose respect for the rule of law when a judge in their community is a member of the club.

There is some validity, of course, to the argument that judges are able to separate their private lives from their public decisions. Yet, this argument avoids the history under which discriminatory clubs developed.

The role of the private, racially segregated social club has been a symbol of unabashed resistance to integration. When the institutions of racial segregation were being dismantled in federal courts during the last two decades, private clubs and associations stood as the one area which could not be invaded by the demands of integration. They have continued as a conspicuous haven for those who won't accept public integration. While membership in these clubs may be the right of private citizens, membership of judges in them erodes respect for the courts and undermines their moral authority. Respect and moral authority are the sole strengths of the courts.

Similarly, commercial and professional clubs, established for the purpose of providing a place for community leaders to discuss business and public policy, have too often excluded elected officials, judges, lawyers, and other community leaders, solely because of their sex, color or religion.

It is in this context that the appearance of impropriety issue should be considered. An impression is plainly created that a judge belonging to a club that invidiously discriminates shares the views of the club and will not rule objectively on the claims and defenses of those stigmatized as inferior by the judge's club. We urge amendment of the Commentary to the Code of Judicial Conduct.

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PLEASE VOTE FOR THE "RODINO AMENDMENT" TO HR 1510
GRANTING PERMANENT RESIDENT STATUS TO A RESTRICTED
GROUP OF CUBAN AND HAITIAN REFUGEE BOAT PEOPLE

- * Mr. Rodino's amendment (#62) to the Mazzoli immigration bill, initially introduced as the Cuban-Haitian Adjustment Act of 1984 (HR 4853), has already received strong bi-partisan endorsement. Supporters of this legislation include Representatives Mazzoli, Pepper, Fascell, Fish, Conable, Barnes, and the overwhelming majority of the Congressional Black Caucus.
- * The Rodino amendment to the Mazzoli bill tracks this companion legislation (HR 4853), finally ending the tragic plight and aggravated legal limbo of approximately 125,000 Cuban and 31,000 Haitian boat people by granting them permanent residence in the United States. The amendment authorizes the adjustment of Cuban/Haitian "entrants" and other nationals of Cuba or Haiti who arrived in the U.S. before January 1, 1982, with respect to whom any record was established by the INS, and who were not admitted to the U.S. as nonimmigrants.
- * Every major civil rights, trade union, religious and voluntary service organization familiar with the plight of the Cuban and Haitian boat people has enthusiastically endorsed this proposal. Since 1980 the unique situation and fate of the Cuban and Haitian refugees have been linked both in the public mind and in government announcements promising that the great majority of these groups would have their provisional status legislatively confirmed.
- * In hearings held on May 9, 1984, before Chairman Mazzoli's Subcommittee on Immigration, Refugees and International Law, Immigration Commissioner Alan Nelson testified that the Administration supports the overall intent of this measure and he expressed additional support for the definition of eligible beneficiaries contained in the Rodino proposal.

This statement was prepared by the National Coalition for Haitian refugees, comprised of over 45 national member organizations. For further information please contact the Coalition Executive Director, Michael S. Hooper, at 212/741-6152.

"Equality In a Free, Plural, Democratic Society"



Leadership Conference on Civil Rights

2027 Massachusetts Ave., N.W.
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STATEMENT OF RALPH G. NEAS

EXECUTIVE DIRECTOR

LEADERSHIP CONFERENCE ON CIVIL RIGHTS

REGARDING THE 1984 REPUBLICAN PARTY PLATFORM

July 30, 1984

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Ralph G. Neas

ADMINISTRATIVE ASSISTANT

Lisa M. Haywood

Good morning. My name is Ralph G. Neas. I am the Executive Director of the Leadership Conference on Civil Rights, a nonpartisan coalition of 165 national organizations representing minorities, women, the disabled, labor, religious groups, and senior citizens.

On behalf of everyone in the Leadership Conference, I want to express our appreciation for the opportunity to testify this morning regarding the 1984 Republican Party platform.

I am especially grateful and pleased to appear before this particular group of Republican Senators. For all of you have been forceful and effective advocates on behalf of the cause of equality of opportunity for all Americans. Indeed, during the past few years, you have been leaders of the bipartisan congressional consensus that has produced, among other accomplishments, a strong and effective Voting Rights Act Extension and the Martin Luther King Holiday Bill. And, equally important, this bipartisan coalition has rejected the attempts of the Radical Right to weaken our laws legislatively.

"Equality In a Free, Plural, Democratic Society"

34th ANNUAL MEETING • JUNE 11-12, 1984 • WASHINGTON, D.C.

But, regrettably, while the Radical Right has been isolated in Congress, its representatives have run wild in the Executive Branch. After taking control of the government's civil rights enforcement apparatus, they have seized every opportunity to weaken our laws and to limit remedies that have long been available to victims of unlawful discrimination.

Because of their policies, our nation faces the very real threat of a Second Post Reconstruction, in which the civil rights achievements of the past twenty years are in serious jeopardy.

The first order of priority for the 1984 Republican Party platform is to repudiate the extremism of the Radical Right and to reaffirm the Federal government's affirmative responsibility to enforce our civil rights laws vigorously and impartially. The government, especially the Justice Department, must recapture its reputation as the champion of the victims of discrimination, rather than being perceived as their adversary.

Consistent with this principle, the platform should endorse without qualification the Civil Rights Act of 1984. This legislation, the most important civil rights measure of the 98th Congress, would preserve the effectiveness of the four major civil rights statutes prohibiting discrimination on the basis of race, sex, disability, and age. Presently, in the wake of the Grove City College Supreme Court decision, the Federal government is subsidizing discrimination.

The House of Representatives recently passed the Civil Rights Act of 1984 by the overwhelming vote of 375-32. The measure, which also has the sponsorship of 63 Senators, would simply restore our major civil rights statutes to their previous scope and coverage. There would be no better way to commemorate the 20th Anniversary of the 1964 Civil Rights Act (and its progeny) than to pass the Civil Rights Act of 1984.

While the Republican Party must recommit itself to the protection and effectiveness of civil rights statutes already enacted, it must also proceed to the unfinished agenda of the civil rights movement. And there is no question that the dominant civil rights issue of the 1980's and 1990's will be equal economic opportunity.

Most importantly, the platform must support the creation of jobs. And, these jobs must be available to all our nation's citizens. Concomitantly, the Republican Party must support the enforcement of our equal employment opportunity laws and all the constitutional remedies that are available to redress the effects of past and present discrimination.

To assure women true economic opportunity, Republicans must restore the Equal Rights Amendment to its rightful and historical place in the party platform. It is inconceivable that, after 60 years of support, the 1980 Republican Convention jettisoned this proposed constitutional amendment. We must right this terrible wrong immediately.

Along with the Equal Rights Amendment, the platform should enthusiastically endorse the Economic Equity Act. This legislation, introduced in the Senate by my former boss, Senator Dave Durenberger, and Senators Mark Hatfield and Bob Packwood, would eliminate sex discrimination in key areas of the national economy.

The platform should also accord a high priority to the enactment of legislation which would provide fair and affordable housing. In particular, the platform should support the Mathias-Fish bill to provide, at long last, administrative enforcement of the 1968 Fair Housing Act.

Finally, the Republican Platform should call for the reestablishment of an independent and bipartisan Civil Rights Commission.

In closing, the platform of 1984 must, above all, reassure our minorities, women, disabled, and senior citizens that the Republican Party has not forgotten them. The platform should signal clearly that the Republicans have not abandoned the Lincolnian principles of the Party. And, most urgently, it must state unequivocally that, with respect to the nation's irrevocable commitment to equal opportunity for all our citizens, Republicans, Democrats, and Independents will work together to reject the dangerous extremism which the Radical Right represents.

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NEWS

Leadership Conference on Civil Rights



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Chairman: Benjamin L. Hooks
Executive Director: Ralph G. Neas

CONTACT:

STATEMENT OF RALPH G. NEAS

EXECUTIVE DIRECTOR

LEADERSHIP CONFERENCE ON CIVIL RIGHTS

REGARDING THE 20th ANNIVERSARY OF

THE CIVIL RIGHTS ACT OF 1964

July 2, 1984

On July 2, 1964, President Lyndon Baines Johnson signed into law the Civil Rights Act of 1964. This landmark legislation, which prohibits race and national origin discrimination, has been one of the most significant and effective laws ever enacted.

However, on the twentieth anniversary of the 1964 Civil Rights Act, President Ronald Reagan opposes legislation (HR 5490/S 2568) which would preserve the effectiveness of the Act and of the three other principal civil rights statutes which prohibit discrimination on the basis of sex, age, or disability (Title IX, the Age Discrimination Act of 1975, and Section 504). President Reagan's reluctance to support the Civil Rights Act of 1984 is unconscionable, especially in light of its passage last week in the House of Representatives by a vot of 375-32 and the fact that the bill already has 63 cosponsors in the Senate, including the Republican leadership.

Once again, President Reagan appears willing to defy a bipartisan congressional consensus on a fundamental civil rights issue. And I am confident that once again, unless he changes his mind, he will be isolated along with the Radical Right members of the Senate. For the congressional coalition supporting the Civil Rights Act of 1984 is the same type of bipartisan consensus that propelled the Voting Rights Act Extension to such an overwhelming victory in the 97th Congress.

But, as regrettable as President Reagan's opposition is, it should not suprise anyone. For it constitutes yet another chapter in the worst civil rights record on any administration in more than half a century.

The Reagan Administration has seized every opportunity to weaken our civil rights laws and to restrict the remedies that have long been available to victims of unlawful discrimination. Because of the civil rights policies of the Reagan Administration, our nation faces the very real threat of a Second Post Reconstruction,

in which the civil rights accomplishments of the past twenty years are in serious jeopardy.

To defend itself against charges of unfairness, insensitivity, and inactivity in civil rights matters, the Administration has been maintaining that the only real substantive differences between the Administration and the civil rights community are disagreements over the use of busing and quotas.

Such an assertion is absurd and ignores the reality of the Administration performance on civil rights over the past three and one half years. Indeed the Administration uses these two issues to mask the absolutely abysmal record it has compiled in virtually every area of civil rights enforcement.

A brief review will amply demonstrate the nature and the extent of the Administration's lack of commitment to civil rights. The Administration:

- led for many months the opposition to a strong and effective extension of the Voting Rights Act;
- tried to reverse the well established federal policy of denying tax exempt status to schools which discriminate on the basis of race (Bob Jones);
- has opposed the Equal Rights Amendment;
- has threatened the independence and integrity of the federal judiciary by supporting legislation which would strip the Supreme Court's jurisdiction over certain constitutional issues;
- attempted to abolish the Legal Services Corporation;
- has robbed the Civil Rights Commission of its credibility as an independent agency by firing five members of the Commission who disagreed with Reagan Administration civil rights policies;
- has repeatedly sought to impose an "intent" test in discrimination cases;
- has declined to endorse the Women's Economic Equity Act legislation to eliminate sex discrimination in key economic areas;
- has attempted to relax the obligations of school systems for educating handicapped children; and
- has refused to enforce vigorously the law with respect to discrimination in housing, in education and in employment;

In the coming weeks and months, we can expect much more rhetoric from the Administration on quotas and busing. But we must reject this transparent attempt to deflect attention away from the Administration's terrible record on civil rights.

Indeed we must demand that the Administration, particularly the Attorney General and the Assistant Attorney General for Civil Rights, start enforcing fully all our civil rights laws, including those with which they disagree. Only then can they faithfully uphold their oaths of office. Only then can the Justice Department recapture its reputation as the champion of the victims of discrimination, rather than being perceived as their adversary. And only then can the Reagan Administration begin to undo the perception of unfairness that best characterizes its policies regarding Blacks, Hispanics, women, the disabled and other minorities.

The Leadership Conference on Civil Rights is a coalition of 165 national organizations representing Blacks, Hispanic and Asian American, women, labor, the disabled, the aged, religious groups, and minority businesses and professions.

6411-31st Street, NW
Washington, DC 20015
May 7, 1984

Dear Irene,

I took the liberty of changing your address in the membership directory to reflect your home address. I suppose I should have checked first with you before doing this. I received a call from Barbara McCarthy informing me that inasmuch as the agency had paid for the memberships for yourself and Dr. Spencer, I should change those two names to Katherine Roberts and Barbara McCarthy. For this reason, your name will temporarily be deleted from our Directory until I receive your individual membership. I hope you will maintain your interest in NAHRW and your position on the Board. We discussed the situation in your agency and noone was in favor of your resigning from the Board. Membership is \$35.00 and the check is tax-deductible. It should be made out to NAHRW and sent to my home address given above.

I hope we will see you at the Conference in Cleveland, if not earlier at the June Board Meeting.

If you are in contact with Dr. Spencer, please ask him if he wants to continue his membership in NAHRW through a personal check.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Elizabeth S. Ramadass', with a large, stylized initial 'E'.

Elizabeth S. Ramadass


Dear Irene,

The first letter is limited to your membership in case someone should suggest that you are the one who placed your home address on the NAHRW mailing list.

I wanted to let you know that the Chicago Regional Office recently sent Minnesota their findings from their visit last May. Those findings were, as you probably know, quite negative. I don't know why they waited so long to send them. Perhaps they didn't want the HUD assessment to be used by the agency in any of their actions. In any event, they have informed the agency that they want to put a halt on HUD referrals for a period of time.

Have you gotten a new position yet in the Governor's administration? I hope so, because I think you would be an asset to the administration. I also hope that your experience in the Human Rights Department has not created a negative impression with you on the overall administration of State and local human rights programs. We do have a lot of problems, but we also have a lot of agencies that make significant contributions.

Please seriously consider maintaining your membership at least for the 1984 year.

A handwritten signature, possibly reading 'L', is written in dark ink. It consists of a large, stylized capital letter 'L' with a long, sweeping horizontal stroke that extends to the right and then curves slightly upwards.



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

Reply to:

APRIL 13, 1984

Ms. Irene Gomez-Bethke
NAHRW
4649 Decatur Avenue North
New Hope, MN 55101

Dear Irene:

First, I wish to let you know that I am very satisfied with the performance each of you have demonstrated in doing your part to continue the work so vital to the effectiveness of the National Association of Human Rights Workers. Membership is over 225 though many of our old members have not yet rejoined. The October conference is planned and most speakers and presenters are already confirmed. The '85 site is confirmed and the decision for '86 is waiting in the wings. For a group of volunteers, you are certainly showing the way groups like ours can make it work. WE HAVE WORK TO DO FOR NAHRW, AND WE ARE DOING IT!

This is your official notice of the summer board meeting of the National Association of Human Rights Workers. It will be held Saturday June 9, 1984 and Sunday June 10, 1984 in Cleveland, Ohio at the Hollender House the site of our October meeting. We will start at 1:00 p.m. on Saturday and be complete not later than 3:00 p.m. on Sunday. Information on reservations will be forthcoming in the near future.

As you know, Irene, you are expected to report to the board what has been going on in your area of responsibility. And for the same reasons as before, I ask you to have your report written with one copy for the secretary and if possible, one each for up to as many as forty other attendees. Please send me a written report to submit to the body if you find that it is impossible for you to attend. In any case, please let me know of your plans for attendance prior to June 6, 1984.

Irene Gomez-Bethke, APRIL 13, 1984--PAGE 2

The tentative agenda is as follows:

Roll Call

Minutes October '83, February '84

Reports:

Treasurer-----RAMADASS
VP Atlantic-----FERRON
VP South-----MCKOY
VP Mid-West-----CONNER
VP West-----CROW
LCCR-----LEVINSON
Budget/Finance-----MASON
Nominations-----MILETT
Conference Planning--RUSSELL
Conference Host-----WILLIAMS
Legal-----BOARMAN
Federal Liaison-----BOARMAN
Membership-----RAMADASS
Int'l Human Rights---RUTLEDGE
Newsletter-----CONNERTY/BEST

Editorial-----CLYBURN

Resolutions-----SCHIEBEL
Issues-----BURGER
NAHRW/IAOHRA Liaison-LETTS
Training-----MYERS

President's Report

Old Business:

Communications-800/Electronic Mail
EEOC RFP
Vacation of Board Positions
Site selection policy
Action Plan

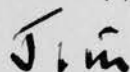
New Business:

Appointments to fill Vacated Board Positions

Adjournment

Irene, this is all for now. The minutes will come to you at a later time. I hope that you are well and standing up under the increased tension that all human rights workers are being confronted with. Plan to come to the meeting. I am sure that you will find revitalization there or can contribute the same to a co-worker. Looking forward to seeing you soon.

Sincerely,



James H. Chase,
President



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

Reply to:

May 24, 1984

Dear NAHRW Board Member:

First, I must apologize for not personalizing each of these letters, but in order to get this package out to you without further delay, I choose this more prudent method.

Please notice the enclosed invitation to a reception given in our honor on the evening of Friday June 8th. Though I know most of you have made travel reservations for the following morning, do what ever you can do to accomodate the invitation.

As a reminder, the board meeting will begin at 11:00 p.m. on Saturday and be complete not later than 3:00 p.m. on Sunday. You should have received the hotel reservation information by now, however I repeat it here for you.

HOLLENDEN HOUSE
EAST SIXTH AND SUPERIOR
CLEVELAND, OHIO 44114
216 621 0700

RATES FOR NAHRW BOARD MEETING

SINGLE: \$34.00
DOUBLE: \$44.00

CALL FOR RESERVATIONS

The minutes of the last board meeting make up the bulk of this packet. Please read the contents, bring them with you to the meeting and be prepared to respond as necessary.

Please let me know your plans for attendance at the meeting. Hope that you are doing well and I am looking forward to seeing you at the meeting.

Sincerely,

James H. Chase,
President

Just Say You Want To Go To The National Association of Human Rights Workers Conference And Eastern Will Do The Rest...

We've made attending this conference as simple as possible. A special CONVENTION DESK has been staffed with responsible, knowledgeable coordinators who will handle all the details of your conference... and we have also provided you with a special unlisted toll-free telephone number to call our CONVENTION DESK.

Transportation... As official airline, Eastern will be handling your air travel arrangements... even if you do not live in a city served by Eastern... just call our toll-free number and we'll book you on Eastern or the airline of your choice.

30% OFF

Normal Coach Fares

Fares... Eastern will guarantee a Group Discount of 30% off the full day coach fares for individuals traveling roundtrip on Eastern from many cities within the continental United States. To qualify, reservations must be booked through Eastern's special CONVENTION DESK. In certain instances, even greater discounts may be available with restricted availability. Residents outside of the continental United States should call their nearest Eastern office for the best applicable fare.

Ticketing... After you have reserved your flights you may purchase your tickets from your local Travel Agent, any Eastern Ticket Office or we will mail them directly to you along with an invoice for payment. Regardless of where you choose to pay for your tickets, call Eastern's CONVENTION DESK now to reserve your flights.

Other Services... Our convention coordinators will also provide you with information on your meeting... suggest things to do and see during your free time... make car rental reservations... and arrange for pre and post-convention tours.

REMEMBER CALL
800-327-1295

(in Florida 800-432-1217)

Convention Desk Sales Hours: 9:00 AM-8:00 PM. Mon.-Fri. Eastern Time.

TO MAKE YOUR TRAVEL ARRANGEMENTS
REFER TO EASY ACCESS NUMBER:

EZ10AP9

THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS PRESENTS ITS 37th ANNUAL CONFERENCE AND TRAINING WORKSHOPS

October 19-23, 1984

Cleveland, Ohio

CIVIL RIGHTS:

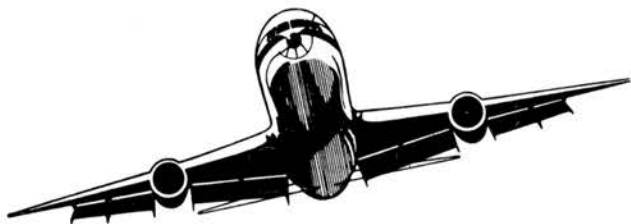
THE SEARCH FOR THE SOUL OF AMERICA CONTINUES



EASTERN
WE HAVE TO EARN OUR WINGS EVERY DAY.



EASTERN



TENTATIVE AGENDA

THURSDAY, OCTOBER 18, 1984

6:00 p.m. - 9:00 p.m. Registration
9:00 p.m. Hospitality Suite

FRIDAY, OCTOBER 19, 1984

8:00 a.m. - 5:00 p.m. Registration
8:00 a.m. - 10:00 a.m. NAHRW Board Meeting
10:00 a.m. - 12:00 noon Opening Plenary Session
Keynote Speaker/Responses
To be announced
12:00 noon - 1:30 p.m. Lunch open
1:30 p.m. - 4:30 p.m. TRAINING WORKSHOPS

- Housing
- Affirmative Action/Equal Opportunity
- The Human Rights Worker as a Professional
- Community Relations Response to Hate/Violence Activities

5:00 p.m. - 6:00 p.m. Regional Meetings
6:30 p.m. - 7:00 p.m. Reception
7:00 p.m. - 9:00 p.m. Dinner
Speaker: Arnold Torres,
Exec. Dir., LULAC
Reception/Dance
9:00 p.m.

GENERAL INFORMATION

The following information is provided to assist you in planning your participation in this Training Conference and Annual Meeting of the National Association of Human Rights Workers.

REGISTRATION

Conference Fee: (Includes \$35 membership) \$160.00

Individuals who do not choose to join NAHRW may attend the conference at a fee of \$175.00.

HOTEL ACCOMMODATIONS

The Conference Hotel is the Hollenden House Hotel—located at 610 Superior Avenue, Cleveland, Ohio 44114, 216-621-0700.

Reservations should be made by September 19, 1984.

Please advise the Hollenden House of your estimated time of arrival. Courtesy transportation will be available from Hopkins Airport. Barrier free rooms are available. Please specify any dietary restrictions.

RATES: \$46.00 Single
\$56.00 Double

TRANSPORTATION

Eastern Airlines has been designated by the Board of Directors of NAHRW as the Official Conference Airline

PLEASE MAKE HOTEL AND AIRLINES RESERVATIONS DIRECTLY.

The Conference Address is:

NAHRW
P.O. Box 99637
Cleveland, Ohio 44199

For additional information regarding the conference call 216-664-3290.

Exhibit Space is available. Please contact Marge Connor 517-776-1620.

The 37th annual conference is hosted by the City of Cleveland Community Relations Board.





Special Project Consultants

Minnesota Woman's Yearbook

Butler Square
Suite 986c
100 N. 6th St.
Mpls., MN 55403
(612-338-1537)

Expires 1/6/84

ORDER FORM

One FREE Minnesota Women 1984 Calendar
with each '84-'85 Minnesota Woman's Yearbook

To: Minnesota Woman's Yearbook
Victoria Sprague Associates
Butler Square - Suite 986C
Minneapolis, MN 55403
338-1537

From: Irene Gombez-Bethke, Commissioner
Minnesota Department of Human Rights
5th Floor Bremer Tower - 7th Place & Minnesota 55101
City: St. Paul ST. MN Zip 55101
Phone: (612) 296-5665

☒ Yes, I want to take advantage of your special holiday offer.
Please send the following:

1 Yearbooks @ \$ 11.95 = \$ _____
(1 @ \$11.95; 2-3 @ \$10.95; 4 or more @ \$9.95)

Note: One free 11 x 17 Minnesota Women 1984
Calendar will be sent with each
Yearbook ordered = \$ No Charge

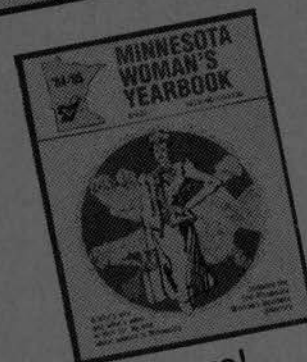
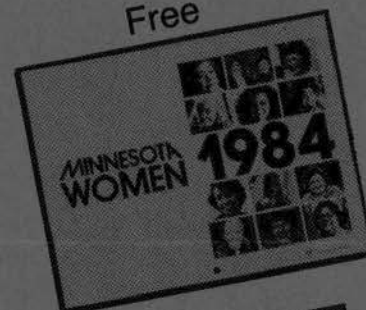
Add 6% State Sales Tax = \$ _____

Plus Shipping/handling @ \$1/book
to a maximum of \$3.00 per order = \$ _____

CHECK ENCLOSED FOR: Total = \$ _____

Note: Payment must accompany order. Orders will be filled and
mailed within two working days after receipt.

Free



Save!

INDEPENDENT SCHOOL DISTRICT #279
OSSEO, MINNESOTA
CONTRACT FOR SERVICES

THIS CONTRACT, entered into this 5 day of Oct., 19 83,
by and between School District #279, Osseo, Minnesota (hereinafter
referred to as the DISTRICT), and IRENE BATHKE
(hereinafter referred to as the CONSULTANT), (CONSULTANT refers
to Director, Producer, Writer, and/or Talent) witnesseth that:

WHEREAS, the DISTRICT has determined that is necessary to retain
the services of a qualified person to _____
ACT AS SUBJECT IN MINNESOTA LIVING HISTORY VIDEOTAPE PROGRAM

WHEREAS, the CONSULTANT is duly qualified to perform these
services; NOW THEREFORE, the parties hereto agree as follows:

1. The CONSULTANT shall perform the following tasks:
ACT AS SUBJECT IN MINNESOTA LIVING HISTORY VIDEOTAPE PROGRAM

2. Consideration and Conditions of Payment:

a. In consideration for services under the terms of this
contract, the DISTRICT shall pay the CONSULTANT

TWO HUNDRED FIFTY AND NO/100 dollars (\$ 250.00).

b. Payments shall be made under the usual procedure
followed by the DISTRICT after presentation of the
invoice in the format prescribed by the DISTRICT.

3. This contract shall become effective on 10-5-83, 19 83,
said shall remain in effect until 19.
Provided, that this contract may be cancelled prior to
said termination date by either of the parties hereto, upon
five (5) days' written notice and without showing cause.

4. The CONSULTANT shall neither assign nor transfer any part of
his interest in this contract without the express written
consent of the DISTRICT.

5. No changes may be made in terms or conditions of this
contract, except by mutual written consent of the parties
hereto.

6. All services provided under this contract shall be performed
to the satisfaction of the Superintendent of Schools or his
authorized agent, and no payment shall be made for any portion
of the project not performed in a satisfactory manner.

7. No payment or reimbursement shall be made under this contract for any services performed or expenses incurred in a manner contrary to any provision contained herein or in a manner inconsistent with any federal, state, or local law, rule, or regulation.
8. The CONSULTANT herein expressly waives to the DISTRICT any claim to copyright pertaining to all materials, publications, and documents, produced as a result of this agreement and agrees that the DISTRICT shall have exclusive responsibility for their distribution, publication, and all other matters relating to dissemination of the materials.

IN WITNESS WHEREOF, the parties have caused this contract to be duly executed the day and year first above written.

APPROVED:

School District No. 279

Osseo, Minnesota

Consultant

By: *James Gomey - District Commissioner*
Authorized Agent / Position *H.R.*

Date

Date: *10-11-'83*

*I cannot accept this honorarium
Please use it for your program.*

Date 10-5-83

Use this form to request checks to cover items such as fees, tuitions, postage meter expense, contracted services such as speakers, outside consultants, officials, debate judges, election judges, advance registration fees, and out-of-pocket reimbursements for stamps and small purchases up to \$30.00. Please attach supporting original invoices or sales slip documents whenever possible.

Payable to	IRENE BETHKE
------------	--------------

Department MLHSchool DMC

(ADDRESS)

X Social Security No. _____
(Applicable when payment made to an individual)

I declare that this claim is correct and has not been previously paid.

X Ismael Gomez Butke
CLAIMANTS SIGNATURE

10-11-83

I cannot use this honorarium
please use it for your program.

Approval:

DEPARTMENT HEAD

PRINCIPAL

CENTRAL ADMINISTRATOR

BUSINESS OFFICE USE ONLY

DIST*			
0	2	7	9

DISBURSEMENTS

10

[illegible]

stribution:

- White Business Office
- Yellow Originator

*THESE FIELDS ARE REQUIRED.

Sign In if interested in
Membership in N A H R W

James M. Chaley address 239 City Hall, ^{inpls civil} Dept

Elaine Hanson 3431 Pillsbury Ave Mpls MN 55408

Peter Lewon 1320 Boardwalk Pl Mpls, 55411

James T. Murray 941 Dayton Ave St Paul 55102

Andy Dinscott 752 Ashland Ave - St. Paul, Min 55104

Don Fish 5608 Pennsylvania Ave. N. Crystal, MN 55128

Minnesota Society for Open Communities 239 City Hall, Mpls, MN 55415

John Fryer St Paul HR 515 City Hall

Eddie H. Calderon MDCR 239 City Hall Mpls 55404

James A. Brown G.H.R.C. 5313 Hampshire Ave - No
Crystal, MN 55128

KKK

Wm

TO: James Chase, President
FROM: Leon W. Russell, Chairman, National Conference
Planning Committee
DISTRIBUTION: All Committee Members
SUBJECT: Report of the National Conference Planning
Committee
DATE: January 4, 1984

The National Conference Planning Committee met December 9-12, 1983, at the Drawbridge Inn in Ft. Mitchell, Kentucky.

Members Present were:

Leon W. Russell
Richard Letts
Marjorie Conner
Cathy Millett
Loretta Huska
Anthea Boarman
Eleanor Crow
Earl Williams
Steve Levinson
Mary Snead
(Guest) Marcia Hall Craig, Dir. Cincinnati HRC

The meeting was called to order at @ 8:30 p.m..

The first order of business was the review and critique of the 1983 conference at Saginaw.

Marge turned over a cashiers check for \$7388.00 representing the profit from this years conference. She also presented a written report indicating the income and expenses. Marge reported that after all recievables are collected, there should be a final profit of just over \$9,000. The over all assesment of the 1983 conference was excellent. The rating holds for both the official program content as well as the ancillary activities.

The following recommendations were made for future conferences:

1. Child care and sitter services should be checked on, and announced in program information.
2. There should be as much continuity as possible between the tracks. The length of time between tracks was too long this year.
3. A needs assesment survey should be done to determine what type of training and program format would be preferred by the membership.
4. The training format should contain more in the areas of handicapped and age discrimination.
5. If two regional meetings are scheduled, there should be specific direction from the Board as to what is to take place at each meeting. This may include the creation of agendas for each meeting. (The first meeting is solely for the purpose of introducing conference participants to each other and to provide an orientation to the association. The major business of the Region should be conducted at the second meeting.)

Several suggestions were made regarding the board meetings which are held during the National Conference. The basic suggestion is that the room be arranged in such a manner that all board members can see each other. Round tables are out.

SITE SELECTION, 1985/1986

The Committee recommends that the selection of a site for the 1986 conference be delayed until the Board of Directors provide clearer information regarding the status of the conference with regard to the following:

- a) Will this be a joint meeting with IAOHRA?
- b) Is the month of the conference flexible?
- c) Any month prior to October would mean scheduling two National Conferences in the same fiscal year for many agencies.
- d) If the conference is to be a joint one, it would appear that there should be some agreement between the two organizations as to the site and arrangements. This is particularly true of the financial arrangement.

The Committee will take the matter up after the Winter Board meeting.

1985

The Committee recommends that the Board adopt a policy which would state that "In order for a bid for the annual National Conference of the National Association of Human Rights Workers to be considered valid, it must be submitted by an agency with membership in the association which will act as the host for the conference."

Steve Levinson will correspond with each valid bidder indicating that they must be prepared to submit a total package and presentation to the Committee on Friday February 24, 1984 in Orlando, Florida following the Southern Regional meeting.

This presentation should include:

- A guaranteed best room rate
- Have the ability to meet our space requirements
- Outline the facilities complimentary room policy
- Outline all services and amenities which will be provided to our participants.
- List any other services to be provided by other agencies

The Committee will consider the bids and make a recommendation to the Board of Directors at its meeting February 24-25, 1984.

1984 National Conference

The 1984 National Conference is scheduled to be held in Cleveland, Ohio at the Hollenden House Hotel, Superior Avenue at East 6th st.. Telephone (216) 621-0700.

The Conference dates are October 19-23, 1984.

It is recommended that Delta airlines be declared the official conference airline based on its bid of 35% off the regular coach fare from any city they serve.

It is recommended that all Honorariums be negotiated at no more than \$800.00.

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

NOMINATIONS COMMITTEE REPORT

FEBRUARY 24-25, 1984

Orlando, Florida

The following persons have been appointed to the Nominations Committee for the National Association of Human Rights Workers and understand their charge as stated in the Election/Voting Procedures adopted by the Board in June 1983.

Cathy Milette, Chair
Gerald Henderson
James F. Wright

Lansing, Michigan
Lincoln, Nebraska
Greensboro, North Carolina

It is the intention of this committee to provide a slate of Officers and Board of Directors to the National members that will be representative of the membership, as well as the cause to which our purpose addresses.

Positions to be placed on the 1984 Ballot in accordance with the By-Laws include:

OFFICERS

President Elect

Regional Vice Presidents

Atlantic

Midwest

Southern

Western

Secretary

Treasurer

BOARD OF DIRECTORS

Six (6) positions for a term to expire in 1987

Three (3) positions for a term to expire in 1985, presently filled by

Charles Edmonsor/McKoy
Earl Benson /Becton
Gerald Henderson /Lesser

The Nominations Committee urges that each Board member take an active role in soliciting members to place their names in nomination for these positions.

The Nominations Committee brings to the attention of the Board that on page 3 of 4 of the NAHRW Board Meeting, Saginaw, Michigan, October 18, 1983, it states that "James Yates will fill Charles Walker's slot in the class of '85", this should be corrected to read "class of '84".

Nomination Petitions will be provided by the summer Board meeting.

Respectfully submitted,

THE NOMINATIONS COMMITTEE

Cathy Milette

Cathy Milette, Chair
Gerald Henderson
James F. Wright

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
INCOME PROJECTION
FISCAL 1984

<u>SOURCE</u>	<u>1983 ACTUAL</u>	<u>1984 PROJECTION</u>
Brought Forward	08,848.00	12,741.74
Memberships	6,390.00	16,800.00
Conference Receipts	16,522.34	10,000.00
Royalties	74.92	100.00
Miller Fund	2,500.00	2,500.00
	<u>35,288.36</u>	<u>42,141.74</u>

JUSTIFICATION

If this association is to grow and prosper, we must establish reasonable, attainable goals for ourselves in the fiscal area.

The figures we have projected both for the income and expenditures may seem high to some people; however, they are totally within the perimeters of our current fiscal condition. This budget is proposed on an annual basis from January 1, 1984 through December 31, 1984.

We propose the following basic expenditures:

- 1 Chapter rebates increase of \$50.00 in order to meet anticipated increase in chapters reporting.
2. Journal increase of just over \$1500.00 due to the increase in member subscriptions.
3. Postage reflects normal increase in this area.
4. Printing - normal
5. Telephone is increased \$394.00 based on need.
6. Supplies - normal
7. Same
8. Same
9. Required for expenses such as audits, bonding, etc.
10. Required for continuity.

All other items are self-explanatory.

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

PROPOSED BUDGET

1984

<u>ITEM</u>	<u>1983 ACTUAL</u>	<u>1984 PROPOSED</u>	<u>APPROVED</u>
Chapter Rebates	\$ 475.00	\$ 525.00	
Journal of Intergroup Relations	3,406.92	5,000.00	
Postage	620.10	700.00	
Printing	971.79	1,000.00	
Telephone	1,042.66	1,400.00	
Supplies	110.46	200.00	
Contribution Fees (Illinois)	10.00	10.00	
Miller Fund	2,500.00	2,500.00	
Accounting, Legal, & Insurance	385.00	600.00	
President's Travel	1,000.93	2,500.00	
Regional Conference & Chapter Bldg.	1,373.05	1,500.00	
Dues and Memberships	310.00	620.00	
Conference Registrations	370.00	400.00	
Regional Vice Presidents & Committees	595.92	1,000.00	
Board of Directors	206.34	500.00	
TOTAL	13,378.17	18,455.00	

Report of Vice-President for
Western Region, February 24, 1984

Edward J. Crow

The Western Regional Vice-President has concentrated on the re-activation of the Rocky Mountain Chapter of NAHRW which is now well on its way to a new life. Five meetings have been held since August. A nominating committee has met to draw up a slate of officers for election at the March meeting. Attendance has varied from 20 to 33 at the meetings with programs. There are eight-nine national members and an equal number of local members.

In October the Vice-President sent out about 70 letters to Human Relations Commissions and other personal contacts throughout the Western Region. These letters included NAHRW brochures and national Conference information as well as a request for assistance

in local chapter development. Only three responses were received, from Albuquerque and Phoenix. It appears mailings are not sufficient.

Jack Lang y Marquez, board member, visited human rights professionals in August in Oregon, Washington and Montana to develop interest in NARH.

The V.P. received membership packets from the Membership Chair. One of these has been given to Dona Queen, Washington Commission, who has agreed to work on developing the membership in the Pacific Northwest. I have offered to travel to the area to speak to a group. The development of a chapter in the Pacific Northwest will be a primary goal for the next three months.

Tamot Bradley, Alaska Comm. has been appointed by the president to develop the Anchorage chapter - the other target area for chapter development in the Western Region.

The V.P. is a member of the national Conference Planning Committee attending a meeting in Cincinnati in December. I have assumed

responsibility for the Housing Training Track. I am also serving on the Issues Committee concentrating on Fair Housing issues.

After clearing with the Legal Counsel, Autha Boorman and the president, James Chase I mailed a survey of state agencies to determine the details of the enforcement of fair housing laws. It is planned to use this information to improve fair housing legislation and to make it available to NAHRW members.

I hope to oppose or support legislation in conformance with NAHRW's purposes and resolutions.
Respectively submitted

Eleanor D. Crow



City of Alexandria, Virginia

OFFICE OF HUMAN RIGHTS

110 N. Royal Street
Suite 501
Alexandria, Virginia 22313
(703) 838-4955



All-America City

January 18, 1984

Dear

I am writing, as the Chair of the NAHRW Site Selection Committee, to acknowledge receipt of your "Intention to Bid" for the 1985 Annual Conference. As a result of a meeting of the full Site Selection Committee in December of 1983, I have been authorized to request a formal Bid Package containing responses to the items listed below. The Site Selection Committee will hold a meeting to review all Bids on Friday, February 24, 1984, in Orlando, Florida, at the conclusion of the NAHRW Southern Regional Conference. Eight (8) complete copies of your Bid Package should be forwarded to me no later than Wednesday, February 15, 1984. If you wish, you may appear and make a short presentation to the full Site Selection Committee in Orlando.

It is NAHRW's Policy that Bids to host Annual Conferences be submitted by a local agency or Host Committee, the Chair of which is a member of the Board of Directors of NAHRW. Please be sure your Bid conforms to this requirement.

Your Bid Package should contain the following information:

1. Assurance that the proposed site for the Conference is fully accessible to all handicapped individuals;
2. An EEO Workforce Profile of the proposed site hotel;
3. A guaranteed best room rate for Conference attendees. The Rate can be based on a Conference rate, Government rate, etc., as long as a best rate can be guaranteed;
4. NAHRW traditionally meets during the third/fourth weeks of October, beginning on Thursday evening and ending on the following Tuesday. Your Bid should coincide as closely as possible with this time frame.

14

5. An outline of the Complimentary Room Policy of the proposed site hotel. Please be as specific as possible.
6. Assurance that the proposed site facility will be able to meet the space and meeting requirements for the Conference. These include:
 - a. A minimum of six (6) "Breakout" rooms, capable of accommodating approximately thirty-five (35) persons each;
 - b. A room capable of holding approximately one hundred and fifty (150) persons for Plenary sessions; and
 - c. Adequate banquet and dining facilities.

Information should also be included concerning the turnaround time necessary if the room utilized for the Plenary sessions is to be divided for "Breakout" rooms. Will there be any cost involved in room setup or breakdown? Will different rooms be utilized for meetings and dining?

7. An outline of the audio-visual equipment, microphones, loudspeakers, typewriters, copy equipment, etc., available at the proposed site. Please include details as to which items will be complimentary, and the cost of those not freely provided.
8. An outline of the ground transportation available and the cost involved.
9. An outline of the daycare and sitting facilities available through the site facility, if any, and the cost involved, if any.
10. The projected cost for food for Conference attendees. NAHRW traditionally provides one (1) full breakfast, two (2) lunches, one (1) dinner, one (1) banquet, and one (1) reception for all Conference attendees, with these costs included in the Registration Fee. Please provide as much detail as possible as to the projected cost for these items, broken down by individual meal, if possible. We also provide for a Continental breakfast for attendees each morning, so include this cost also.
11. An outline of the other possible services and amenities to be provided to Conference participants. This list may include such items as complimentary receptions, food, liquor, tour packaging, planning for non-conference activities, entertainment, happy hours, etc. Please be as specific as possible, and highlight those items which will be complimentary, including projected costs for those which are not complimentary.

12. Assurance that the proposed site hotel can accomodate any special dietary necessities for Conference participants.
13. Assurance that the Host and/or Conference Planning Committees can meet at the proposed site facility, without cost, to plan for the Conference. These meeting(s) are likely to occur in June or July of 1985, and we must have a guarantee that the Committee(s) will be assured rooms and space, on a priority basis, for these meetings.
14. Please list any other services which may be provided by the proposed site facility in conjunction with any other local agencies.

Please provide as much information on all items listed above as possible. Remember, eight (8) copies of the entire Bid Package must be sent to me no later than Feburary 15, 1984. Thank you for your time, effort, and interest in hosting NAHRW's 1985 Annual Conference: I look forward to receiving your Bid Package. Please feel free to contact me if you have any questions. See you in Orlando.

Very truly yours,

Stephen M. Levinson, Chair
NAHRW Site Selection Committee

SML/dat

cc: Site Selection Committee

GEOGRAPHIC THRUST

Delaware	Andrew Turner and Jimmy Morris, Delaware Human Relations Commission, 820 North French Street, 4th Floor, Wilmington, DE 19801 (302) 571-2485
New Jersey	Ms. Lee Porter, 18 Byrne Place, Bergenfield, NJ 07621 (201) 489-3552
New York	Carl Heimstra, NY State Div. of Human Rights, 99 Washington Avenue, Albany, NY 12210 (518) 474-2705
Florida	Gabriel Cazares, Commissioner, Pinellas County Gvt, 315 Court Street, Clearwater, FL 33516 Darlene Kalada, Asst. Community Development Director, 315 Haven Street, Clearwater, FL 33518 (813) 462-4851 Gloria Battle, Director, Broward County Human Relations Division, Governor's Club #602, 236 S.E. 1st St Ave, Fort Lauderdale, FL 33301 (305) 765-5267
Georgia	Lloyd Davis, Exec. VP, Martin Luther King, Jr. Center for Social Change, 503 Auburn Ave, NE, Atlanta, GA 30312 (404) 524-1956 Marsha Borowski, 2350 Winelas Rd, Decatur, GA 30033 (404) 288-4040
North Carolina	James Wright II, Director, Greensboro Human Relations Department, Drawer W-2, Greensboro, NC 27402 (919) 373-2038 William Jessup, Director, New Hanover County Human Relations, 320 Chestnut Street, Suite 409, Wilmington, NC 28401 (919) 763-0194
Illinois	Vernon Brown, Urbana Human Relations Commission, 400 South Vine Street, Urbana, IL 61801 (217) 384-2466
Indiana	Dee McKinley, Executive Director, Fort Wayne Metropolitan Human Relations Comm, One Main Street, City/County Bldg, Rm 680, Fort Wayne, IN 46802 (219) 423-7664 Frieda M. Dawkins, Executive Director, East Chicago Human Rights Comm, 4525 Indianapolis Blvd, East Chicago, IN 46312 (219) 392-8236 Claudia Nichols, Director, Gary Human Relations Commission, 475 Broadway, Suite 108, Gary, IN 46402 (219) 883-4151 Bertha Mason, Court Baliff, Superior Ct. #2, 4809 W. Jackson Street, Muncie, IN 47304
Minnesota	George Caldwell, Executive Director, Minneapolis Department of Civil Rights, 2649 Park Avenue South, Minneapolis, MN 55407 (612) 348-7736
Alaska	Janet Bradley, Executive Director, Alaska Human Rights Commission, 431 West 7th Ave, Suite 105, Anchorage, AK 99501 (907) 276-7474
Colorado	To be determined - Contact Eleanor Crow, (303) 443-4836
Washington	Reverly Fox, Washington State Human Rights Co-mission, 1601 Second Avenue Building, Seattle, WA 98101 (206) 464-6500.



THE JOINT COMMITTEE FOR INTERNATIONAL CONSULTATIONS ON HUMAN RIGHTS

In Answering, Reply to:

CO-CHAIRPERSONS February 10, 1984

John B. Ferron*
Carole Geller*
Edward Rutledge*

SECRETARIAT

Frederick B. Routh*

TO MEMBERS OF THE JOINT COMMITTEE

COUNSEL

Steffen W. Graae

MEMBERS

Alexander J. Allen*
John A. Buggs
Blanca Cedenio
Leonardo A. Chappelle
James H. Chase
Kathryn Clarenbach
Fred Cloud
J. Griffin Crump
Gordon Fairweather
John B. Ferron
Harold C. Fleming*
Norma Monica Forde
Francine Fournier
Carole Geller
Martha Hynna
William R. Jessup
Noel A. Kinsella*
Lawrence R. Myers
Nadine Peppard
Gilbert G. Pompa
Usha Prashar*
Clifton Robinson
Frederick B. Routh
Kathleen Ruff
Edward Rutledge
Seymour Samet*
Ruth G. Shechter*
Walter Tamopolsky
Patricia Turner
William T. White, Jr.
Hans Wiebringhaus*
Minoru Yasui

We regret to inform you that we have come to a decision to cancel plans for convening the June 17-20, 1984 Ottawa Consultation because of the inadequate planning time remaining between now and June, the lack of funds and other Commitments.

Although we have received wholehearted and excellent cooperation from the Human Rights Research and Education Centre of the University of Ottawa and especially from Magda Seydegart, the Joint Committee's leadership has not been able and will not be able during the next several months to share in the responsibilities and critical tasks that only it could perform and that are essential to the success of the Consultation.

It is our hope that we will be able to better assume our obligations and responsibilities in the forth-coming year and thus be in a position to plan and convene the next Consultation in the summer or fall of 1985. While it is premature to decide the precise locale or time of our next Consultation we believe it wise to consider Baltimore, Maryland, where we held our last Consultation, as our base.

Your comments and suggestions will be welcome and much appreciated.

*Board of Directors

RECEIVED 1984 5 15

Founded by:


CANADIAN ASSOCIATION OF STATUTORY HUMAN RIGHTS AGENCIES (CASHRA)
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES (IAOHRA)
NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS (NAHRW)

1123 C St., S.E., Washington, D.C. 20003 USA

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MEMO TO MEMBERS OF THE JOINT COMMITTEE 2

Again our special thanks to Magda who will continue to serve as an active member and work with us in planning the next Consultation.



EDWARD RUTLEDGE FOR THE
CHAIRPERSONS

The Journal of Intergroup Relations

Gregory D. Squires
Editor-in-Chief
2519 Thayer Street
Evanston, Illinois 60201

Jeffrey Jenks
Managing Editor
c/o Michigan Department of Civil Rights
1200 Sixth Street, 7th Floor
Detroit, MI 48226

STATUS REPORT

Since October, we have issued one additional copy of the Journal V. XI, No. 4. It went into the mail in the middle of February. That issue completes the 1983 series. We have not been billed by the printer as of this date for that issue.

In December, we billed all subscribers. There were 232 institutions so listed. As of this date, 143 have either paid for their subscriptions or their subscriptions continued from prior years. We will rebill the 89 remaining subscribers this week. All addresses of subscribers have been corrected.

We currently have membership subscriptions for 177 1984 NAHRW members, including life members. We have received payment for 146 of these subscriptions and are awaiting payment from NAHRW for the additional 31.

The above two groups represent a present mailing list of 320 copies per issue that are paid for or that payment is expected on.

There is a potential for an additional 136 members now on any of our mailing lists. Those names are being supplied to Lisa and hopefully many of them will become members or subscribers in the current year.

After eight months as managing editor I believe I have a good understanding of the business side of the Journal of Intergroup Relations.

Editor in Chief Resigns

Gregory D. Squires, Editor in Chief, submitted his resignation to the president and the head of the editorial board in January of this year. His resignation is effective at the end of the year. It is essential that the editorial board proceed to obtain a new editor in chief. Ada L. Williams from the U.S. Commission on Civil Rights has agreed to continue as assistant editor.

Subscription Promotion

For the Journal to break even during the current I estimate that we will need to have at least 500 paid subscribers per issue. This is a substantial increase from prior years. Lisa and I both agree that the best way to do this is to gain maximum renewals from present subscribers and members, and I trust that the active work of the treasurer will assist in achieving that goal level. Assumed in this is a membership level of 275 and a subscription level of at least 225 additional organizations. Each of you can assist in

process by checking to see if your organization, your local and university library and other major civil rights groups in your area are subscribers. If they are, please share a copy of the front page of the Journal with them. This gives full information on how to subscribe to the Journal.

New Subscription Rates

Effective January 1, the new subscription rates went into effect. For subscribers, the full impact of this level will not be realized until 1985 because many people renewed in December of 1983.

Miscellaneous

The Journal currently goes to civil rights organizations in the United States, Canada, Africa, Europe and Asia and to most major college libraries in the United States.

Problems

A full financial report will be prepared showing the expenses of operation for 1983 (Volume XI) series of the Journal once the editor's bill is received.

The Journal of Intergroup Relations

Gregory D. Squires
Editor-in-Chief
2519 Thayer Street
Evanston, Illinois 60201

Jeffrey Jenks
Managing Editor
c/o Michigan Department of Civil Rights
1200 Sixth Street, 7th Floor
Detroit, MI 48226

STATEMENT OF OPERATIONS

October 13, 1983 - February 17, 1984

CASH RECEIPTS

Memberships ¹	\$2,582.00
Subscriptions	1,992.50
Journal Sales-past issues ²	200.51

\$4,775.01

CASH DISBURSEMENTS

Printing- Journal	
600 copies Vol XI, No. 4	?
2500 journal envelopes	?
Other printing charges - letter- head, envelopes	?

Postage, not including direct mail by printer	83.65
Bank charges ³	37.67
Annual conference expenses	100.11
Honorarium - Manir Tydings award	100.00

321.43

BALANCE

\$4,453.58

¹ 146 paid through Leon Russell

² Includes \$102 in sales at the annual conference

³ Through December 1983

Founded 1959

A quarterly publication of the National Association of Human Rights Workers

The Journal of Intergroup Relations

Gregory D. Squires
Editor-in-Chief
2519 Thayer Street
Evanston, Illinois 60201

Jeffrey Jenks
Managing Editor
c/o Michigan Department of Civil Rights
1200 Sixth Street, 7th Floor
Detroit, MI 48226

BANK BALANCES

Checking Account: \$4,681.92 ¹

Merrill Lynch:

Ready Asset Trust 12/30

\$ 2,679.81

Regular account .33

2,680.14

\$ 7,362.06

¹ Does not include January bank service charge and does not reflect bill for fourth issue from 1983 year of JOURNAL (XI, 4)

Founded 1959

A quarterly publication of the National Association of Human Rights Workers

Mr. James H. Chase, President
NAHRW
P.O. Box 101394
Anchorage, Alaska 99510

February 28, 1984

Dear Jim:

I've discussed resolutions passed in Saginaw with ^{twelve} ~~eleven~~ NAHRW members listed below who constitute our Issues Committee. Each member will submit to me by the end of March at least one civil rights policy issue representing concerns of human rights workers.

As Issues Committee chair, I will distribute copies of these issues papers ^{and the 1984 Action Plan} among committee members and hold a Telephone conference in May to reach a consensus on the most urgent issues. It is hoped that the work product of the Issue Committee will give the elected NAHRW officials an updated view of ~~our memberships~~ interest in focusing their efforts on changes in civil rights measures needed as issues are debated during the presidential campaigns. The committee members are:

Boyd Bosma - NEA - Washington DC
Alvin Sykes - JCA - K.C., Mo.
Eleanor Crow - CoCRD - Denver
Jack Langy Marquez - " - Denver
Louis Martin - IaCRC - Des Moines
William Minor - Ks CRC - Topeka

Irene Gomez Bethke - ST Pa
John Stokes - HRC - St City, Ia
Linda Ford Tellis - HRC - K.C., Mo.
Gerald Henderson - HRC - Lincoln
Joan Weiss - HRC - Montgomery, Ala.
Mary D. Sneed - S.C.
Human Affairs

Sincerely
Donald W. Burger
Issues Committee chair

(20)



Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

Reply to:

NAHRW WINTER BOARD MEETING
FEBRUARY 24-25, 1984
ORLANDO, FLORIDA

PRESIDENT'S REPORT

The period of time from October 1983 until now has been filled with all of the various sensations expected when embarking on a new task and even some which were unexpected. The number of opportunities to correspond with all manner of organizations and individuals asking for information, money, service, etc., has amazed me. Most I have responded to; others require the action or direction of the Board.

My promise to manage, motivate, and multiply membership has had mixed results. This was not unexpected as in any organization we have the self-starters, and those who really need to be motivated. The trend in membership is very much ahead of the number we had at this time last year and I see pockets of influence in various parts of the country where the outreach and selling of the NAHRW objectives are being demonstrated.

Management, or getting others to do things, has had marginal success. I always want more/better. Though this is a volunteer organization, we never-the-less have to be accountable and responsible for the mandate delivered to us as a result of our election to office or our acceptance of appointed positions.

Continuity in the working membership is the most important aspect of what is vital to NAHRW's growth and effectiveness. With one-third of my year behind me, I feel that I am just gaining the momentum required to be the effective manager I promised. However, the PROOF IS STILL IN THE PUDDIN' ' ' ' .

THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

1983 and 1984 ACTION PLAN

cc: E. Crow
B. Bosma
M. Sneed
R. Letts
I. Soney-Little
L. Huske
H. McKoy

Based on the Resolution addressing NAHRW's role in regard to federal policies and practices, there has been regional and workshop discussions resulting in the submission of the following ACTION PLAN for 1983 and 1984. The items addressed in the Resolutions before the membership require specific action, and chapter development, not addressed by Resolution, has been discussed in regional meetings.

1. Relations with Equal Employment Opportunity Commission, Housing and Urban Development, Health and Human Services and other federal agencies require continuing development of ideas into Position Papers and other written formats and dissemination and discussion appropriately. Therefore, NAHRW's Board and membership will undertake the following:

- a) Appoint an "Issues" committee and a Position development committee, both chaired by a member of the Board, to have responsibility for:
 - 1) tracking and development of issues promptly, and forwarding information and resources for reaction; and
 - 2) developing position papers to present to appropriate federal commissions and agencies, state and local governments, elected and appointed officials.
- b) Disseminate the Position Papers or a synopsis of them, to the NAHRW membership by use of the Newsletter, the Journal and occasional membership mailings.
- c) Define the federal liaison committee function to include the transmittal of NAHRW positions to appropriate federal officials.

2. The Newsletter is a service to NAHRW members, which can be used to encourage membership, aid in chapter development and be a technical aid to members. Therefore, NAHRW will support the Newsletter production as follows:

- a) Set dates for article submission and publication so that six (6) copies will be produced annually, and send a schedule of these dates to the membership.
- b) Staff the newsletter with volunteers to assist in writing and correcting articles and editing.
- c) Provide an approximate budget to cover cost of printing and mailing.

1983 and 1984 NAHRW ACTION PLAN

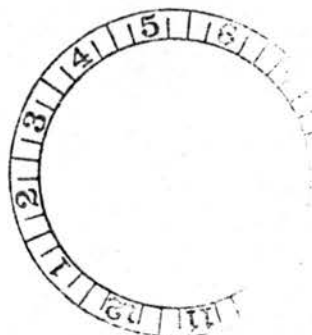
3. Chapter development is the only feasible solution to dwindling membership, therefore, NAHRW will do the following to support the efforts of members to establish chapters:
 - a) Appoint Board members to develop a package containing By-Laws, and usable, dated Journals as samples, projected activities, and a suggested schedule of chapter dues with appropriate notification to the Board to obtain permission for levying them) and a fact sheet of "Do's and Don'ts" a membership list.
 - b) Mail the package to all known Chapter Chairpersons and members in areas without known Chapters.
 - c) Publish a newsletter article on "How to Develop a Chapter."
4. Training is an essential service to NAHRW members, and NAHRW has provided it at low cost in the past. Therefore, NAHRW will:
 - a) Appoint a training committee to continue the type of training provided by staff on the Kentucky Commission on Human Rights.
 - b) Approach the past NAHRW trainers to determine if they are willing to continue their efforts.
 - c) Prepare bids on any training contracts let by federal agencies for which NAHRW might be eligible.
5. The Journal of Intergroup Relations is the major technical assistance arm of NAHRW, and should be used to its best advantage. Therefore, NAHRW will do the following, in addition to the current efforts:
 - a) Take those articles which will attract attention and which give major information in short format, and reprint separate articles for distribution and chapter and membership drives.
6. Student memberships would increase NAHRW membership generally. Therefore, NAHRW will:
 - a) Consider lower student fees, perhaps for the cost of The Journal, and conduct membership drives on campuses.

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

PROPOSED BUDGET

1984

<u>ITEM</u>	<u>1983 ACTUAL</u>	<u>INCOME</u>	<u>1984 APPROVED</u>
Chapter Rebates	\$ 475.00	\$ 8,848.00	\$ 525.00
Journal of Intergroup Relations	3,406.92	6,390.00	5,000.00
Postage	620.10	16,522.34	700.00
Printing	971.79	74.92	1,000.00
Telephone	1,042.66	2,500.00	1,400.00
Supplies	110.46		200.00
Corporation Fees (Illinois)	10.00		10.00
ler Fund	2,500.00		2,500.00
Accounting, Legal, & Insurance	385.00		600.00
President's Travel	1,000.93		2,500.00
Regional Conference & Chapter Bldg.	1,373.05		1,500.00
Dues and Memberships	310.00		620.00
Conference Registrations	370.00		400.00
Regional Vice Presidents & Committees	595.92		1,000.00
Board of Directors	206.34		500.00
TOTAL	\$ 13,378.17	\$ 34,335.00	\$ 18,455.00



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NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

May 17, 1984

James H. Chase, President

Reply to:

Leon W. Russell

TO:

MEMBERS OF THE NATIONAL CONFERENCE PLANNING COMMITTEE:

Earl Williams, Cleveland, Ohio
Steve Levinson, Alexandria, Virginia
Marjorie Connor, Saginaw, Michigan
Mary Snead, Columbia, South Carolina
Irene Gomez-Bethke, St. Paul, Minnesota
Larry Myers, Lincoln, Nebraska
James Bowden, Raleigh, North Carolina
Loretta Huska, Detroit, Michigan
Boyd Bosma, Washington, D. C.
Ramon H. MacFarlane, Arlington, Virginia
Cathy Milet, Lansing, Michigan
Anthea Boarman, Lexington, Kentucky
Eleanor Crow, Denver, Colorado
Henry McKoy, Raleigh, North Carolina
Richard Letts, Lansing, Michigan

SUBJECT:

PLANNING FOR 1984 ANNUAL CONFERENCE - June 8&9, 1984

The National Conference Planning Committee will meet at the Hollenden House in Cleveland, Ohio. Our first meeting will convene immediately following the reception planned on June 8, 1984 by the Cleveland Community Relations Board and the Host Planning Committee. The meeting will be continued on Saturday morning if necessary.

The items to be addressed by the National Conference Planning Committee are:

- I. Review of Confirmed Conference Agenda Items
- II. Approval of New Keynote Speaker
- III. Review of Local Host Committee Activities
- IV. Review of Proposed Brochure Format
- V.
 - a. Exhibit Coordinators Report - M. Connor
 - b. Souvenir Brochure Report - C. Milet
 - c. "Get Acquainted" Reception Format - L. Huska
 - d. Site Selection Committee Report - S. Levinson
 - e. Training Track Coordinators' Report - Each Coordinator

SEE YOU IN CLEVELAND!

CITY OF BALTIMORE

WILLIAM DONALD SCHAEFER, Mayor



COMMUNITY RELATIONS COMMISSION

JOHN B. FERRON, Director
100 North Eutaw Street, Baltimore, Maryland 21201

(301) 396-3141

February 17, 1984

Mr. James H. Chase, President
National Association of Human
Rights Workers
c/o Holiday Inn
6515 International Drive
Orlando, Florida 32809

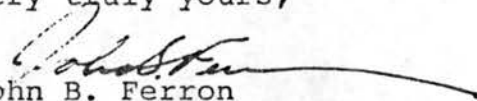
Dear Jim:

It was nice to receive your inspirational letter soliciting support from all Board Members. Pursuant to your request that I submit a report to you, please be advised of the following.

Subsequent to my unsolicited nomination and election as Atlantic Regional Vice President for NAHRW, I have written to all Human Rights agencies in the NAHRW Atlantic Region soliciting membership to NAHRW. Also, I have requested support, by attendance, at the Washington Metropolitan Chapter's meetings. Quite frankly, the response has not been encouraging and as a result of this, I intend to make a more aggressive direct appeal to administrators and workers in the Atlantic Region with follow-up phone calls. I suspect that when the next report is due it will be much more positive than this one.

I regret that I am unable to attend the Orlando Board Meeting because of scheduling conflicts, however, I promise a much more aggressive pursuit of my responsibilities. Best wishes to you and the Board.

Very truly yours,


John B. Ferron
Vice President
Atlantic Region, NAHRW

JBF:mag

P.S. Our agency has the responsibility of handling the Rumor Control services for metropolitan Baltimore and, if what I have heard about you and your personal life is true, let me extend my deepest congratulations. Since we deal with facts, please confirm or deny the "rumor".

April 15, 1984

TO: James Chase, President NAHRW
Lisa Ramadass, Treasurer NAHRW

FROM: Mary Kraft, Secretary

RE: Fiscal Policy established at Winter, 1984 Board Meeting

It was moved and passed at the winter Board Meeting that membership in NAHRW entitles one to four (4) issues of the Journal starting with the next issue published after membership dues are paid. A. Boarman pointed out that this should be recorded as a fiscal policy and noted separately, as well as being recorded in the minutes. Accordingly, let this correspondence serve as a separate record of the aforementioned, I will retain a copy of it in the NAHRW records in my possession.

NAHRW Winter Board Meeting
February 24-25, 1984
Orlando, Florida

The meeting was called to order by President James Chase. Acting Secretary Loretta Huska did the roll call of Board Members. (Exhibit 1) The Agenda (Exhibit 2) was approved with the following additions or changes:

- 1) Addition of Items under New Business,
 - a) Regional Vice-Presidents taking positions in the name of NAHRW.
 - b) Equal opportunity in Housing.
- 2) The report of the Resolutions Committee is moved to the first report under reports.

The minutes of the 10-16-83 business meeting (Exhibit 3) are approved with the following corrections or changes:

- 1) Item 2d, Site Selection Committee Report corrected to read Clearwater rather than Orlando.
- 2) Addendum to the minutes - Report was submitted by Mr. Burger.

The minutes of the 10-18-83 board meeting were approved. (Exhibit 4) Approval of the 10-14-83 minutes was deferred until the next board meeting.

REPORTS

1. Resolutions

D. Schiebel read the resolution on the U.S. Commission on Civil Rights. There was discussion on the language in the resolution. It was moved and seconded that the resolution be adopted but it was decided that the language in the resolution must be reworked and so the resolution will be addressed again after the break.

2. Executive Committee - Jim Chase

The Executive Committee has been appointed but has not met so there is no report. The members, in addition to the Regional Vice-Presidents are: Earl Williams, Bertha Mason, and Loretta Huska.

3. Treasurer's Report - L. Russell - (Exhibit 5) and Lisa Romadoss - (Exhibit 6).

Both Treasurer's reports were approved. As of 1-31-84 there was a balance of \$12,440.74.

4. Vice President Atlantic Region - John Ferron

Acting Secretary Huska read the report and it was approved.

5. Vice President Southern Region - McKoy

The report (Exhibit 8) was read and approved.

The President commented that item 1 of the report had been acted upon, item 2 had been referred to the resolutions committee and items 3 and 4 had been referred to the membership committee and that conference and planning committee would confer with membership committee on recognition of membership at the conference.

6. Midwest Vice-President - Marge Conner

The report was read and approved. (Exhibit 9 page 1 dated 2-20-84 only)

The issue of training is brought up and it is noted that there is training developed and available which has been presented in cooperation with EEOC and IAOHRA. Marge Conner will check with Larry Myers in an attempt to secure this training.

7. Western Region V.P. - Eleanor Crow

Eleanor gave an oral synopsis of her written report. (Exhibit 10). The report was accepted. Jim Chase suggests that perhaps the results obtained in the survey of State agencies referenced in Eleanor's report could be used as the basis of a future journal article.

8. LCCR - Steve Levinson

Levinson reports that the Meese Nomination is the issue of most immediacy. Levinson requests approval to represent NAHRW in opposition to the nomination at the hearings on the subject. Approval is granted. Further, Chase directs Levinson to work with the issues and resolutions committee to come up with a resolution, in proper language and format, opposing the nomination.

Levinson further reports that the March 14 or 15th LCCR annual meeting has been postponed to coincide with the June 12, 1984 LCCR celebration, in WA DC, of the passage of the Civil Rights Act of 1964. However, on March 14th the National Board will meet in accordance with it's bylaws at the Capitol Hilton at 10:30 AM. Jim Chase is designated as the official representative and Levinson will represent Chase at that meeting on the 14th. Levinson will review the agenda and proposals with Chase before that meeting if he can get ahold of an agenda.

The report was approved.

9. Budget/Finance - Mason

Written report was submitted. (Exhibit 11)

There was discussion on the report. Leon Russell answered questions on the report. The budget is remanded back to the outgoing treasurer for additional information and it will appear on the agenda tomorrow.

There was a break and after the break the Resolutions Committee was recalled to the floor. The Resolution on U.S. Commission on Civil Rights was read with the modifications in language that were made during the break. There is not agreement on the language.

The motion is passed that NAHRW go on record as opposing the action of the Commission in the City of Detroit Police case and we oppose them taking this action without fact finding.

Loretta Huska will contact Jim Karantonis and tell him the NAHRW position and the Resolution committee will finalize the resolution.

10. Nominations - Cathy Millett

The report was accepted. (Exhibit 12). As noted in the report, James Yates filled Charles Walker's slot in the class of 84', not 85' and the minutes will so reflect. The Nominations Committee requests that Chase provide Millett with a list of Chapter Chairpeople and a membership list.

11. Conference Planning - Leon Russell

Written report was submitted, (Exhibit 13).

The following corrections were noted on allocation of conference fees.

- 1) 2 lunch @ \$8.00 = \$16.00 not \$8.00.
- 2) 3 continental breakfast @ \$2.50 = \$7.50 not \$2.50

Discussion of the following sections of the report:

a) Adoption of Site Selection Criteria - Levinson

(Exhibit 14) attached. Levinson asks for feedback from Board members by March 31st, in order that this can be acted on at the June Board meeting.

b) 1984 National Conference - Russell

Suggestion is made that Friday evening be designated as new member reception. Suggestion that Monday dinner or Monday luncheon be designated to recognize members with longevity. Also suggest using the Monday luncheon as the past President's

luncheon. Discussion on use of IAOHRA training model in the Training Tracks. Jim Chase directs that this issue must go into committee and the coordinators that have been designated will have to get with Trish Horton and Larry Myers to work it out.

L. Ramadass raises the point that 8 of the 9 speakers are black or white and asks how about bringing in Asians/Native Americans/Hispanics as speakers. L. Russell responds that the committee looked at 1) location and price we could pay and 2) people in whom we were interested. The committee did keep in mind the race/ethnic profile but based on items 1 and 2 as stated came up with the slate of speakers in the report.

The portion of the report dealing with the 1984 National Conference was approved.

c) 1985 Conference Site

The Site Selection Committee recommends Charleston, South Carolina as the site for the '85 conference. Two bids were received, the other being from Clearwater, Florida. The Board approves Charleston, South Carolina as the site for the '85 conference. The dates are currently scheduled as October 17-22, 1985 with an estimated room rate of \$55.00, which includes many complimentary amenities.

d) Site Selection 1986

Three bids have been received and questions dealing with criteria for site selection arose. (See Exhibit 14). It was moved and passed that discussion of selection of 1986 site be postponed till the June Board meeting.

12. Conference Host Committee - Earl Williams

Report was submitted - (Exhibit 14A)

It was moved and passed that room rates will be \$46.00 single, \$56.00 double. It was moved and passed that a complimentary continental breakfast for all delegates will be provided on Friday, October 19th.

Oral report on Speakers - Williams reports that the governor cannot affirm his availability until 30 days prior to the conference. The Mayor is available. Counsel President, George Forbes, is available for dinner on the 19th. No response from Senator Metzenbaum. Affirmative response from Judge Nathaniel Jones, Judge Carl Stubbs, and Congressman Billie Stubbs.

Cathy Millet presented the report on the Souvenir Program Booklet, (Exhibit 15). It is suggested that the Board Members pictures be contained in the program booklet.

The Report was approved.

13. Summer Board Meeting moved up on the agenda. The meeting will be June 9th and 10th in Cleveland.

14. Legal Committee - A. Boarman.

Written report was submitted. (Exhibit 16)

A. Boarman is appointed by Jim Chase as the official Federal Liason for NAHRW. Unofficially Chase asks that Jim Clyburn continue his efforts to speak for NAHRW as he has done in the past.

The report was approved.

15. Membership - Ramadass

Written Report was submitted. (Exhibit 17). The report was approved.

16. International Human Rights - Rutledge

A written report was submitted (Exhibit 18). The report was approved.

17. Newsletter

Jim Chase reported that the newsletter was in the process of being mailed out. The report was accepted.

18. Editorial Report - Clyburn

The report was submitted (Exhibit 19).

It was moved and passed that membership in NAHRW entitles one to four (4) issues of the Journal starting with the next issue published after the dues are paid.

A. Boarman points out tha this should also be recorded as a fiscal policy and noted separately as well as being recorded in the minutes.

The report was accepted.

19. Issues - Don Burger

The report, (Exhibit 20), was submitted and approved.

20. NAHRW/IAOHRA Liason - Dick Letts

The Acting Secretary read a letter submitted by Letts to President Chase. In it Letts states he wrote to Gayla Martin, President of IAOHRA, but has not had a response.

Jim Chase states that at the meeting in Saginaw it was agreed that the priorities were joint issues, meetings, and projects.

A. Boarman suggests, and Chase agrees, that Chase will direct Letts to check on the use and availability of training papers to see if IAOHRA has any position papers NAHRW can utilize.

The report was accepted.

21. Training - Larry Myers - No Report.

22. President's report - Chase

The President's Report was accepted (Exhibit 21).

Addendum to the Journal Committee Report - L. Russell.

Russell states that in October of '83 we paid \$1,549.02 to Louisville General Printing Company for the Journal. This is not in the original account report. The check was written to the printer because Jeff Jenks came to the Board through the Journal Committee and asked them to pay that way because all that was left in the Journal Account was \$2,500.00.

Recess to reconvene at 9:00 A.M. on February 25, 1984.

The meeting was reconvened by President James Chase.

Old Business

1. Action Plan - Action Plan submitted - (Exhibit 22).

The Issues Committee will use as it's cornerstone for deliberation, and to be presented to the Board, those matters contained in the Action Plan that deal with what the Association is about. Each person on the issues committee will deal with an issue on the action plan. These have not yet been assigned.

Ramadass asks for ideas/info on how to develop a Chapter in relation to item 3 of the report. A suggestion is made that a questionnaire be developed to send to Chapter members inquiring about their membership, dues and activities. Millet points out Chapter Chairpersons are not recognized at Board meetings and Boarman states often we don't know who they are. Regional V.P.'s will identify Chapter Chairpersons by name, address and phone number to Jim Chase. It is also agreed the President should have copies of individual Chapter by-laws.

Moved and seconded that a sliding scale for membership be established to create a lower fee for expanding membership to persons who might be interested in membership with less privileges.

*9 against, 5 in favor, motion failed.

Jim Chase states he will direct the treasurer to make this an agenda item for the next meeting, the question being, if we have

a sliding scale for membership what are the privileges and if we don't have a sliding scale, what are the other ways we can do it.

2. 1983 Conference Report - Marge Conner

1983 Conference report starts on page 2 of Exhibit 9 previously submitted by Conner. The report is accepted.

New Business

1. EEOC/HUD RFP

It is moved and passed that the Executive Committee be authorized to poll the membership and ask if NAHRW would like to engage in competitive bidding for EEOC, HUD, other federal, or any other contracts or proposals that come to our attention that are relevant to our work.

It is moved and passed that the Federal Liason be directed to take whatever steps are necessary to ensure that NAHRW is on the bid list for contracts.

2. Representation of NAHRW by Regional Vice Presidents.

Eleanor Crow asks for clarification on this point and A. Boarman responds that there is no restriction on using the title when taking positions on a Civil Rights issue. The Issues Committee could be checked with if it is an issue that NAHRW is working on.

3. Communications - 800/Electronic Mail

Jim Chase was investigating a Toll Free Answering Service for NAHRW. He is also investigating another type of communication, Electronic Mail, for which he already has capability.

4. LCCR Dues - Jim Chase

Our current dues are \$300.00. LCCR has asked for a larger contribution. Ramadass states if we do increase our dues we should explain it to NAHRW membership and advise them that they can make an individual contribution and get on the LCCR mailing list. S. Levinson states he is willing to put this mailing together.

It is moved and passed that NAHRW pay \$600.00 for 1984 dues to LCCR.

5. Amistead research Center (A.R.C.)

A.R.C. is the keeper of our records. They are archivists. They have asked for a gift. It is moved and passed that NAHRW donate \$100.00 to Amistead Research Center.

6. The Budget Committee is recalled for completion of yesterday's report.

Birtha Mason gives an oral summary. The revised budget will be submitted for inclusion in the minutes. Report received, (Exhibit 23).

Jim Chase gives the mandate to the Budget Chair that they establish a procedure for proposing a budget and continue with what they have and justify what they have at the next Board meeting.

It is moved and passed that the proposed budget be accepted.

The Question is raised as to how is a Regional Vice-President reimbursed for expenses incurred in Chapter Building. James Chase asks that the Regional V.P. advise the President of the proposed travel and Chapter building and get approval for the expenses, preferably prior to incurring the expense.

7. Resolutions Committee recalled.

a) Debra Schiebel read the reworded Resolution on the U.S. Commission on Civil rights. Further discussion on the language. Because of time limitation it is agreed that Steve Levinson will provide Debra Schiebel with legally sufficient language for the Resolution. Approval of the language will be given by Jim Chase via telephone. Jim Karantonis will be provided with the language, in writing, for his presentation and it will be followed by the certified resolution. The resolution will be sent to the President, the Judiciary Committee and the leadership of both houses. Steve Levinson suggests the Resolution be publicized in a news release and the President agrees he will do this. It is further suggested that the Resolution be sent to the membership along with a letter asking the member to send the Resolution to their Congressperson with a letter.

- b) Reading of the Resolution on Meese Nomination

The language of the Resolution is accepted as read. Alan Burger abstained. This Resolution will be sent to members of the Senate Judiciary Committee, and to Howard Baker. Steve Levinson will provide Jim Chase with the addresses.

8. Vacation of Board Members positions

James Chase contacted Sally Jobsis who advised she would not be present at this meeting and possibly would be in Cleveland. Also contacted Ray Montoya who said he would not be at this meeting and may not be in Cleveland. Chase told them both that if they would not be in Cleveland it would be easier then if they resigned.

It was moved and passed that President Chase write both Jobsis and Montoya notifying them that if they do not attend the June

Board Meeting in Cleveland they are in violation of the by-laws and the Board may take action for their removal. If they do not attend, the Board can take action in Cleveland toward their removal.

9. Miscellaneous

Levinson asks for attendance at June 12 LCCR annual meeting. Also asks for feedback on site selection letter, (Exhibit 14).

Ramadass states April is Fair Housing Month. Samuel Pierce is sending letters to 14 States that do not have fair housing laws. Our members in those 14 states should be aware of those states. Ramadass will get this to Chase for the Newsletter.

10. Summer Board Meeting

Saturday and Sunday, June 9th and 10th in Cleveland. To commence at 1:00 o'clock on Saturday and end no later than 3:00 P.M. on Sunday.

11. Closing Remarks:

Discussion of involvement of federal agencies at local Chapter levels. There has been limited involvement to date from EEOC/HUD, and other federal agencies. Their perception is that NAHRW deals with issues of State and Local agencies.

It is moved and passed that we have a resolution thanking the Southern Region for their efforts, the conference, and the information received at the conference.

The point is made that new members should be recognized and encouraged by members who have been involved and been around for a long time. Cordiality to new members should be stressed.

Heated discussion takes place revolving around the actions/conduct of members, the Board, and Officers while in attendance at NAHRW functions and otherwise.

Suggestion that Board members have a listing of one another's name, address and phone number.

In closing the President asks for as much contact as possible. Preferred address is

P.O. Box 101394
Anchorage, Alaska 99510

Respectfully Submitted,

Mary Kraft
Secretary

ROLL CALL
February 24, 1984

ABSENT

Mary Kraft
Dick Letts
Jack Lang y Marquez
Ed Rutledge
Paul Connerty
Jim Clyburn
Irene Gomez Dutsky
Albert Nelson
Ray Montoya
June Adkins
Earl Benson
Charles Edmonson
Gerald Henderson
Larry Myers
Sally Jobsis
Clarence Farmer
Joe Yaffe
Joe Smalls
John Ferron
Greg Squires
Jeff Jenks

PRESENT

Don Burger
Leon Russell
Lisa Ramadass
Debra Schiebel
Jim Chase
Jim Yates
Bertha Mason
Jim Hunt
Loretta Huska
Cathy Millett
Earl Williams
Steve Levinson
Jim Wright
Henry McCoy
Eleanor Crow
Marjorie Conner
Anthea Borman



City of Cleveland
GEORGE V. VOINOVICH, MAYOR



ROOM 11 • CITY HALL
664-3290

COMMUNITY RELATIONS BOARD
EARL W. WILLIAMS
EXECUTIVE DIRECTOR

From: Earl W. Williams, Host Committee Chairman
To: Board Members of the National Association of Human Rights
Workers
Date: June 9, 1984

The planning for the 1984 Conference is making steady progress. This is the third progress report from the Host Committee Chairman.

PLANNING COMMITTEE MEETING:

In an effort to involve the community in the planning of the conference, we called together a meeting of local residents representing most segments of the community on May 1, at the Hollenden House Hotel. Attending this first planning session were 30 community persons and five NAHRW Board members. The Board members present were Cathy Milette, Marjorie Connor, Richard Letts, Andrea Benard, and Loretta Huska, all who addressed the group.

At the meeting, the attendees were informed about NAHRW and the convention plans. They were asked to help assist in the selling of ads for the souvenir booklet and to serve on various committees.

SOCIAL COMMITTEE MEETING:

The 15 planning committee members who agreed to serve on the Social Committee met on May 31st and made recommendations for activities for the conference. Their suggestions included providing options for various activities for Sunday afternoon, including attending the Cleveland Ballet, a play, a trip to the Flats, or a concert. Committee members took the responsibility to look into each of these suggestions to get discount rates, hours, etc. for each of the activities. A final report will be made at the next committee meeting.

Also, the two receptions for which the Host Committee is responsible will be: 1) a wine and cheese reception/dance on Friday, October 19th, at 9:30 p.m. This will be held at the hotel and 2) a reception on Sunday, October 21, at 7:30 p.m. at the newly renovated State Theatre. Receptions will be underwritten by Beverage Distributors, Inc. Anheuser-Busch, or other local resources. (Marjorie Connor is assisting with Anheuser-Busch). This is tentative at this time.

INTER-FAITH BREAKFAST COMMITTEE MEETING:

approved

This committee of seven representatives of various faiths, met on June 5th, to plan the program for the Sunday morning breakfast. They strongly suggested that the inter-faith breakfast begin at 8:30 (rather than 9:30), due to the commitments of various participants. They felt that local ministers should be involved in this service -- not only the program participants. This committee suggested inviting community people to the event, so that approximately 500 persons (including NAHRW registrants) could be in attendance.

OTIS MOSS

The theme chosen for the inter-faith breakfast was: "God's Answer to the Search for the Soul of America." The program format would include devotional scripture, prayer, statement of NAHRW's purpose, response to the statement, speaker, litany, benediction, and songs. It was proposed that the Cleveland church community underwrite the local expenses for the breakfast, so that more local persons could be in attendance.

FUNDING RESOURCES COMMITTEE:

This committee of nine persons has not yet met, but we have already been communicating with various local persons to provide underwriting of various events. Thus far, the June 8th reception for NAHRW board members and community leaders was paid for by: Sohio, Cleveland Electric Illuminating Co., East Ohio Gas Co., National City Bank.

PROMOTION COMMITTEE:

This committee will meet at a future date to determine the publicity plan for the conference. It consists of 12 local persons.

OHIO AGENCIES:

Letters were sent on April 4th, to 19 human rights agencies in Ohio informing them about the conference, asking them to be participants, and requesting that they buy ads for the souvenir booklet. The response was sparse.

EASTERN AIRLINES:

✓ Eastern Airlines will be the official airlines for the conference. They have agreed to assist us as follows:

- 3096
Dior*
- the use of a toll-free number and special "EZ" identification for each of the individuals to call when making airline reservations to Cleveland;
 - printing of a 4-page personalized convention piece, which will have the tentative agenda printed inside and will be printed up as soon as the agenda is received;

- a welcome banner displayed in the hotel lobby;
- provide plastic bags to be used for registration packets.

AIRPORT TRANSPORTATION:

Arrangements will be made to co-ordinate arrival and departure schedules of members and free transportation to and from the hotel is being planned.

MILLER FUND:

We have received \$2,500 from the above fund and will use when necessary.

BANK ACCOUNT:

The account opened is an interest-bearing checking account, as long as the balance stays above \$1500. The bank is BANK ONE, account # 800121972.

POST OFFICE BOX:

We have purchased a P.O. Box. The number is 99637, Cleveland, OH 44114.

44119?

HOTEL:

The conference rates will be as follows:

SINGLE OCCUPANCY	\$46.00	X 6 = \$ 273.00 - 125.00
DOUBLE OCCUPANCY	\$56.00	
JUNIOR SUITE	\$65.00	

The hotel will also provide the following services:

- one complimentary room for every 50 reserved;
- limo service to the airport for VIP's;
- Free champagne reception on ~~Thursday, October 18~~ Fri. Oct 19;
- professional child-care service, if needed;
- complimentary continental breakfast for delegates on Friday, October 19th;
- rooms for handicapped and all other services to accommodate delegates accordingly;
- private office space with typewriter and access to xeroxing, as needed;
- exhibit tables in lobby of 2nd floor.

AD SALES:

The Community Relations Board staff have been actively approaching businesses and individuals to sell ads for the souvenir booklet. Up to date, we have sold approximately \$1,300 in ads.

FOOD FUNCTIONS:

The Host Committee has been working with the hotel to determine menus for all of the events taking place at the hotel. Assisting with this will be the Social Committee.

The local Host Committee appreciates the assistance of all Board members who have been part of the planning process. We look forward to hosting the convention in October.

Span exhibit

EWV/cab



STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

500 BREMER TOWER
7TH PLACE AND MINNESOTA STREET • SAINT PAUL, MINNESOTA 55101
(612) 296-5663

February 3, 1984

James Chase
President NAHRW
P.O. Box 101394
Anchorage, Alaska 99510

Dear James:

I thought I would send you two letters, a short one for publication and another to share with you the events leading to my resignation.

During the past legislation session the department had almost been done in and had the threat of receivership under the Department of Administration. After a successful lobbying effort by the League of Human Rights Commissions we were given \$200,000 more than the Governor recommended, \$50,000 of that was held in a contingency fund. They also assigned a transition team to "study" the department. The Governor also appointed a Blue Ribbon Task Force to study the department. Plus a media blitz culminated by "WCCO I Team" Report on racism in the Twin Cities - title was changed to "Whats wrong with the Human Rights Department."

Since day one we have had traffic going thru here like you would not believe. In order to make a long story short, the attention focused on the Commissioner, but it should have focused on the real issue: the historic lack of funds this department has faced over the past 10 years. I inherited over 3,300 cases that spanned over a decade. As a result of the adverse publicity (I was the sole subject of 4 days on T.V. by the I Team).

I resigned as Commissioner of the Department of Human Rights which will not solve the problems. I stepped down in order to allow the Governor to proceed with changes that perhaps will result in overcoming the problems of the department. The Governor has appointed (a white female) as acting commissioner who incidently wrote one of the reports.

All top administration resigned. Oliver Spencer who is a black male is no longer Deputy Commissioner. I guess that means Oliver and myself must resign our membership in NAHRW.

February 3, 1984

I ran for the NAHRW board with every intention of being a productive and hard working board member and was committed to that end.

What happened in Minnesota is reflective of the national trend; a regression from civil rights and equal opportunity.

The best part of this last year was meeting so many good people such as yourself and that enriched my life.

Sincerely,



Irene Gomez-Bethke
Commissioner

IGB/rmc



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

NAHRW SUMMER BOARD MEETING
JUNE 9-10, 1984
CLEVELAND, OHIO

Reply to:

A G E N D A

✓ Roll Call
Minutes Oct 1983, Feb 1984
Reports:

Treasurer-----	RAMADASS
VP Atlantic-----	FERRON
VP South-----	MCKOY
VP Mid-West-----	CONNER
VP West-----	CROW
LCCR-----	LEVINSON
Budget/Finance-----	MASON
Nominations-----	MILETT
Conference Planning-----	RUSSELL
Conference Host-----	WILLIAMS
Legal-----	BOARMAN
Liaison-----	BOARMAN
Membership-----	RAMADASS
Int'l Human Rights-----	RUTLEDGE
Newsletter-----	CONNERTY
Editorial-----	CLYBURN
Resolutions-----	SCHIEBEL
Issues-----	BURGER
NAHRW/IAOHRA Liaison-----	LETTS
Training-----	MYERS
President's-----	CHASE

*Charleston
So Carolina
14-Oct. Sun.
V. Pres. Debate*

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44119*

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Aluminum Pendleton
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6-11-84*

*1 Train
investigation
hearing
spinning*

*8:00
A.M.*

*1984
6:00AM*

*Spec. Projects
increase*

Old Business:

✓ Communications-800/Electronic
Mail
✓ EEOC RFP
✓ Vacation of Board Positions
Site Selection Policy
Annual Report
✓ Action Plan

New Business:

✓ Appointments to fill Vacated
Board Positions
✓ Madison, Wisconsin Inquiry
October Board Meeting *Fri Oct*

Adjournment

The Nation's Only Professional Human Rights Association - Founded 1947
Publishers of the JOURNAL OF INTERGROUP RELATIONS and NAHRW NEWSLETTER

MEMBERSHIP REPORT - SUMMER BOARD MEETING
June 9-10, 1984, Cleveland, Ohio
E. Ramadass, Committee Chair

As of June 8, 1984, the NAHRW membership for 1984 is 304 members, including 14 Life Members. While this is far short of the goal I had hoped for, it represents a significant increase over the 1982 total of 222 and the 1983 total of 264.

On April 16, I wrote to all members who did not renew their memberships to encourage their renewal. Additionally, in submitting the Chapter Rebates on April 23, I asked each chapter to review the list of members for whom a 1983 rebate was given and get renewals from any who had not yet paid their 1984 membership.

On May 14, I wrote to each Chapter, providing suggestions for recruitment and reminding them of the importance of providing National with changes in officers.

Additionally, I worked on the Membership Directory. To ensure accuracy, I asked each person to review their listing and advise me of corrections. I personally contacted the Life Members to be sure their listings were correct. I was unable to reach three--Marshall Bragdon, Wendell Royce and Kenneth Jones (Harold Fleming verified Mr. Jones' address).

With regard to the List of Past Presidents, Life Member Jack Middleton pointed out that NAHRW had dropped the name of the second NAHRW President, Tom Wright, 1948-49.

I also evaluated the results of the pyramid structure that was established to focus on 3 target states in each Region and on special emphasis groups. Those target States were: Delaware, New Jersey, New York, Florida, Georgia, North Carolina, Illinois, Indiana, Minnesota, Alaska, Colorado and Washington. While there were a number of increases in these states, the increases were not noticeably different from states that had not been targeted. Similarly, a general review of members' names and organizations does not reflect a noticeable change in participation from any special emphasis groups.

Overall, I would attribute the success of the 40 member increase to the hard work of a few NAHRW Chapters and a few members, especially: Jim Chase, Eleanor Crow, Earl Williams, Carl Heimstra, and Steve Parmalee. There were many others who assisted in this effort, but I am not always aware of the recruitment source for new members.

As a result of the experience with target areas and special emphasis groups, I recommend that the next membership drive focus on recruitment techniques and tools. I have a number of ideas, but I have not yet had time to work out the details or discuss them to any extent with other officers. These ideas include:

1. Send our 1984 Membership Directory to various civil rights organizations and associations, asking them for a copy of their membership lists. We could then design recruitment letters directed specifically to those interests.
2. Get a better brochure designed and printed. (I have absolutely no skills in this area and no experience with printers. I will be glad to work with any volunteer on the content.)
3. We need a package designed for new members that contains at least:
 - a. A letter of welcome and introduction to NAHRW
 - b. Membership card
 - c. NAHRW By-laws
 - d. List of Officers, Board Members and Committee Chairs
 - e. Information about the October Conference
(Leon Russell is planning to do something of this nature for 1984-85.)
4. I need assistance in converting collected mailing lists into mailing labels to use in

sending recruitment letters.

5. I recommend design of specific recruitment letters to be signed by all of our officers, if possible, and sent to numerous organizations and individuals, including:

- a. Past Presidents
- b. Major civil rights organizations
- c. State and local human rights agencies
- d. State and local human rights commissioners/board members
- e. Affirmative Action Officers
- f. Fair Housing Groups
- g. (OTHER SUGGESTIONS _____)

In regard to recruitment letters, I have drafted one letter that is general in nature and have rough drafts for Past Presidents and Fair Housing Groups. I need help in writing the letters and mailing them to the above-type groups when addresses are secured.

I would like the Board as a group to briefly discuss the potential merits of an all-out membership campaign beginning after this Board Meeting with prizes for the Chapters and individuals who recruit the greatest number of memberships. Attached is a rough draft of an idea in this regard.

6411-31st Street, NW
Washington, DC 20015
July 31, 1984

Dear Human Rights Worker:

I am writing to you because you have never joined NAHRW, or if you have belonged in the past, you have failed to renew your membership.

NAHRW is the National Association of Human Rights Workers. It is America's only professional association for ALL human and civil rights workers. It crosses a broad spectrum of occupations including intergroup relations educators, civil rights compliance staff, affirmative action officers and lawyers litigating civil rights cases. It includes Federal, State and local government employees and commissioners, directors and staff of non-profit organizations, persons employed in equal opportunity positions in private industry and self-employed persons such as human rights consultants and civil rights lawyers.

As Chair of the Membership Committee and a long-time member of NAHRW, I am personally inviting you to join or renew your membership in NAHRW. I am sure that you are not the kind of person who is content to passively sit by and let events control the future of civil rights. You are determined to have an impact on the events of the day.

I was in your situation myself. I found that basic smarts was not enough. Education was not enough; years of experience were not enough; and wishful thinking was not enough. I needed contacts.

I needed the tools, the resources and the techniques which would help me along the way. I needed a network to help me get these things.

NAHRW provides our members with contacts, opportunities, information, advice and moral support--all of which work together to get things moving and get things done.

NAHRW members are unusual. They want to make a significant impact. They want to bring about change.

Businesses know you have to spend a little to get a lot. NAHRW members know it too. They've made a \$35.00 investment in NAHRW membership, and an investment in the time it takes to utilize the benefits of membership. They've made the effort to become part of the influential NAHRW nationwide network of human rights workers.

Think for a moment about what that means. You are working on a problem in Florida, New York, Michigan, Colorado. You don't have accurate information about the problem (or at least not as much as you'd like to have). So you call the NAHRW members in those states. And what happens? You have eyes and ears on-site who are able to give you detailed and accurate information; tell you about the organizations and individuals involved; make suggestions on what needs to be done. It's like having a staff there.

You are working on a complex problem in compliance, affirmative action, civil rights management or some other specific area. You need some advice, but you are the most knowledgeable in your agency. So, you find persons in the NAHRW membership directory specializing in those areas and call them. What happens? You have access to the best, most up-to-date information, ideas and techniques in the field.

NAHRW members stick together and help each other. Because they network, they are more informed about what is happening than the average human rights worker who does not access the network.

What else do you get?

You get the JOURNAL OF INTERGROUP RELATIONS four times a year. It is the only professional publication covering all areas included in human rights. It is so informative and useful that many libraries, agencies and organizations subscribe to it at a commercial rate. You get this publication FREE with your membership.

What more can I say to show you the benefits of joining NAHRW?

Perhaps these extras will convince you:

- Major discount on the national NAHRW Conference. Each October, NAHRW holds a major Conference. Planning begins several years in advance. There are training tracks of interest to every human rights worker. The speakers and panelists comprise the best expertise in the land. You personally meet such notables in the field as Dr. Arthur Flemming, Chair of the Citizens' Commission for Civil Rights and Ralph Neas, Executive Director of the Leadership Conference on Civil Rights. (Dr. Flemming is a long-time supporter and a life member of NAHRW.)

- NAHRW Newsletters will be sent to you numerous times throughout the year. Do you have information that needs to be disseminated? Send it to the Newsletter Editor. Do you need information? Have your request published at no charge in the Newsletter.

- Representation of our membership. The NAHRW Federal Liaison Committee sends written comments to Federal agencies on all proposed regulations affecting civil and human rights. It contacts individual Members of Congress expressing our concerns on civil rights budgets, proposed legislation and other matters.

- Input into the Leadership Conference on Civil Rights. NAHRW is on the Executive Committee of LCCR. The NAHRW-LCCR Liaison frequently testifies before Committees of Congress; participates in high-level decision-making on behalf of members' interests and through National officers and Chapter Chairs keeps members informed of the latest developments and what members need to do.

These are just some of the benefits of membership. Join today and make an effort that will result in long-term enhancement of your professional ability. I look forward to receiving a YES reply from you soon. Your membership should begin paying for itself almost immediately.

Sincerely,

Elizabeth S. Ramadass
Membership Chair and
National Treasurer

P.S. Our 1984 Conference will be held in Cleveland October 19-22, 1984. Join now to receive future mailings giving the Conference agenda and registration materials.

Dear NAHRW Past President:

^{we}
I know that at one time, the National Association of Human Rights Workers (NAHRW), formerly the National Association of Intergroup Relations Officials, was an extremely important part of your life. As the years have passed since the organization was founded, there have been considerable changes in the nature of human rights work, especially the shift from a total emphasis on persuasion to the current work of enforcing Federal, State and local civil rights statutes, especially since the passage of the many civil rights laws in the 1960's. While those laws were important, they did not make our work any easier. In fact, it has gotten more complex. Our society has seen dramatic changes in its minority composition. Modern technology has widened the skills gap and made it much more difficult for disadvantaged individuals to enter the mainstream if they began at an unequal position. NOW, MORE THAN EVER, there is a need for a strong professional association of persons working in the field of human and civil rights in order to fulfill the needs of human rights workers to access experience, information and knowledge.

Unfortunately, in the past 20 years, membership in NAHRW has decreased rather than increased. ~~We are~~ confident that this decrease does not represent any decrease in the commitment of thousands of persons working to improve equal opportunity for everyone. The reasons for the decrease are many and varied and NAHRW leadership is in the process of launching a major revitalization effort. That effort will have a multi-faceted approach.

BECAUSE OF YOUR UNIQUE CONNECTION TO THE ASSOCIATION AS A PAST PRESIDENT, and because of your stature in the field, ~~I am~~^{we are} writing to ask your assistance in overcoming one aspect of the problem, one which you, more than anyone connected with the Association, have an ability to correct.

At one time, NAHRW membership included most of the significant and well-known civil rights leadership. Today, some of the leaders in the field of civil and human rights have not even heard of our Association. Others are aware of us, occasionally speaking at our Regional and National Conferences, but they do not realize that their membership in NAHRW could have a significant impact on human rights.

NAHRW members include some of the future leaders in civil rights. Potential members encompass the rest of them. When our current leaders pass, it is important that their work be carried on by well-trained, highly-motivated and competent individuals who are now neophytes in the field. One way to ensure this is to provide a role-model for them in sharing of information and networking with other professionals. What better way is there to encourage young leaders to join together and share information than by setting the example of joining the one professional association that crosses all aspects of the field of intergroup relations and civil rights--The National Association of Human Rights Workers! What better way can we encourage our youth to join together than by joining with them!

^{we}
THERE ARE THREE THINGS I WANT YOU TO DO.

***If YOU have dropped your membership in NAHRW, please renew it immediately. Even if you are unable to attend meetings and Conferences, add your name to the rolls.

***If you are not a LIFE MEMBER, why not consider making your affiliation permanent. Life Membership is still only \$500 and you will receive JOURNALS and Newsletters and notices of local Chapter meetings as long as you keep in touch to notify us of address changes.

***Most important, recruit other colleagues in the field. Please try to recruit just one person whom you know. With your contacts and your experience, you can talk to anyone in the field.

^{We} I know that some of you are extremely busy. Some of you may be in failing health. Some of you may feel that because of the years that have elapsed since you have been active, you are not in a position to effectively recruit. But think of what even a small effort could mean to our Association. Our officers and members would be glad to hear from you and happy to update you on what we are currently doing.

In recognition of what NAHRW meant for you at one time--in development of your skills, in introducing you to many persons in the field, in otherwise assisting you to attain the high level of success you reached in your career--please take some time to help us now, when we sorely need your assistance.

^{We} I have enclosed some brochures for your use in this endeavor. We look forward to a strong and successful future for NAHRW.

Sincerely,

James H. Chase, President

Leon Russell, President Elect

FAIR HOUSING GROUPS

Dear Fair Housing Advocate:

Because you are active in the area of fair housing, you may be familiar with the National Association of Human Rights Workers (NAHRW). NAHRW is the only professional association that encompasses all aspects of work in the field of civil and human rights and intergroup relations.

Our Association publishes the JOURNAL OF INTERGROUP RELATIONS four times a year. Most issues devote some space to fair housing, including the following recent articles:

"Getting the Facts on Housing Discrimination," Vol VIII, No. 3 (Autumn, 1980)

"Federal Funding for Fair Housing Enforcement," Vol IX, No. 1 (Spring, 1981)

"The Racial and Organizational Origins of Insurance Redlining," Vol X, No. 3 (Autumn, 1982)

"The Federal Effort in Promoting Local Fair Housing Laws: A Critique," Vol X, No. 4 (Winter, 1982)

This year, NAHRW will hold its 37th Annual Conference and training sessions in Cleveland, Ohio, October 19-22, 1984. Since our conference includes break-out sessions on fair housing, I am writing to you to encourage you to join and recruit other fair housing people in your area so that they can receive timely notice of the Conference and reduced conference fees.

I am enclosing for your information some NAHRW membership brochures and a flyer describing some of the benefits of membership. Membership dues are \$35.00 per year. This includes a subscription to the JOURNAL OF INTERGROUP RELATIONS, issues of the NAHRW Newsletter and other communications, such as reports from the Liaison with the LEADERSHIP CONFERENCE ON CIVIL RIGHTS.

If you would like more information on NAHRW, please do not hesitate to contact me.

Sincerely,

NAHRW - NATIONAL MEMBERSHIP DRIVE

PURPOSE:

To increase membership in NAHRW in order that we may more effectively fulfill the purposes of the Association.

BACKGROUND:

In the early 1970's, membership in NAHRW was several thousand. Since then, sharp decreases have occurred. 1982 was an all-time low, with 222 National members. Since that year, we have slowly increased membership, going to 264 in 1983 and _____ in 1984. But greater efforts are needed if we are to continue to effectively meet the needs of human rights professionals.

CONTEST TITLE:

UNITE AND OVERCOME

CONTEST RULES:

*The membership drive will officially start on Wednesday, August 1, 1984 for 1985 memberships. It will close on Saturday, October 20, the second day of the Annual Conference.

For Chapters, 1984 Chapter membership will be deemed as the official list of members who are paid for 1984 as of the Conference.

Only Chapters submitting an annual report at the 1984 Conference will be eligible for awards.

Individuals recruiting members must have the member write the recruiter's name on his/her application. (If paid by an agency voucher, credit can be given to the person responsible for payment by the agency if agency director will certify the person responsible for the recruitment.)

PRIZES:

Category A - Chapters

The Chapter recruiting the greatest number of members (new and renewal) for 1985 will receive _____

The Chapter having the greatest percentage increase over 1984 will receive _____

The individual recruiting the greatest number of members (new and renewal) for 1985 will receive _____



City of Alexandria, Virginia

OFFICE OF HUMAN RIGHTS

110 N. Royal Street

Suite 501

Alexandria, Virginia 22314

(703) 838-4955



All-America City

approved

MEMORANDUM

DATE: MAY 7, 1984
TO: NAHRW SITE SELECTION COMMITTEE (SEE DISTRIBUTION)
FROM: STEPHEN M. LEVINSON, CHAIR, SITE SELECTION COMMITTEE *SL*
RE: SITE SELECTION CRITERIA FOR NAHRW ANNUAL MEETINGS

I hope that the Easter and Passover holidays were healthy, happy, and peaceful for you and your families.

Attached are the proposed Site Selection Criteria that I plan to present to the Board of Directors at our meeting on June 9-10, 1984, in Cleveland. I have talked to several of you by phone, and received written comments from one (1) of you, regarding the Criteria passed out in Orlando. I hope that I have incorporated all of your thoughts and suggestions in this "Final" Draft.

If there are still concerns, or if you have any questions, please let me know. If necessary, we can meet on Saturday morning, June 9, before the Board meeting.

You will note that I have made no comments or suggestions with regard to the proposed "Joint" NAHRW/IAOHRA Conference for 1986. As we have discussed, there are many issues and questions relating to this concept, and the Board of Directors must give us some direction before we can proceed. We can always consider the "Bids" from Alaska and Kentucky separately, and this consideration can be based on the attached Criteria once adopted by the Board. Anything further will need more study.

That's it. Hope to see all of you in Cleveland.

DISTRIBUTION:

ANTIHEA BOARMAN
JAMES BOWDEN
MAJORIE CONNER
RAMON MACFARLANE
CATHY MILETT
LAWRENCE MEYERS
LEON RUSSELL
JAMES CHASE

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
ANNUAL MEETING
SITE SELECTION CRITERIA

I. POLICY

It is the Policy of the National Association of Human Rights Workers (NAHRW) that an "Intention to Bid" or a "Formal Package" for a NAHRW Conference must be submitted by a NAHRW Chapter, a NAHRW Member, or a local Human Rights Agency having membership in NAHRW.

II. FORMAL BID PACKAGE

The Formal Bid Package must contain the following information and materials to be considered by the NAHRW Site Selection Committee:

1. Assurance that the proposed Site for the Conference is fully accessible to all disabled individuals;
2. An EEO Workforce Profile of the proposed Site hotel;
3. A guaranteed best room rate for Conference attendees. The Rate can be based on a Conference rate, Government rate, etc., as long as a best rate can be guaranteed;
4. NAHRW traditionally meets during the third/fourth weeks of October, beginning on Thursday evening and ending on the following Tuesday. The Bid should coincide as closely as possible with this time-frame;
5. An outline of the Complimentary Room Policy of the proposed Site hotel. Please be as specific as possible;
6. Assurance that the proposed Site facility will be able to meet the space and meeting requirements for the Conference. These include:
 - a. A minimum of six (6) "Breakout" rooms, capable of accomodating approximately thirty-five (35) persons each;
 - b. A room capable of holding approximately one hundred and fifty (150) persons for Plenary sessions; and,
 - c. Adequate banquet and dining facilities.

Information should also be included concerning the turnaround time necessary if the room utilized for the Plenary sessions is to be divided for "Breakout" rooms. Will there be any cost involved in room setup or breakdown? Will different rooms be utilized for meetings and dining?

7. An outline of the audio-visual equipment, microphones, loudspeakers, typewriters, copy equipment, etc., available at the proposed Site. Please include details as to which items will be complimentary, and the cost of those not freely provided;
8. An outline of the transportation available and costs involved, including information on airlines, ground transportation (bus, train, limosine, taxi, etc), and Paratransit for special needs;
9. An outline of the Daycare and Sitting facilities, if any, available through the Site facility or Host Committee, and the cost involved, if any;
10. The projected cost for food for Conference attendees. NAHRW traditionally provides one (1) full Breakfast, two (2) Lunches, one (1) dinner, one (1) Banquet, and one (1) Reception for all Conference attendees, with these costs included in the Registration Fee. Please provide as much detail as possible as to the projected cost for these items, broken down by individual meal, if possible. We also provide for a Continental breakfast for attendees each morning, so include this cost also;
11. Assurance that the proposed Site hotel can accomodate any special Dietary necessities for Conference participants;
12. An outline of the other possible services and amenities to be provided to Conference participants. This list may include such items as complimentary receptions, food, liquor, tour packaging, planning for non-conference activities, entertainment, happy hours, etc. Please be as specific as possible, and highlight those items which will be complimentary, including projected costs for those which are not complimentary;
13. Assurance that the Host and/or Conference Planning Committees can meet at the proposed Site facility to plan for the Conference. These meeting(s) are likely to occur throughout the year, and we must have a guarantee that the Committee(s) will be assured rooms and space, on a priority basis, for these meetings;
14. Please list any other services which may be provided by the proposed Site facility in conjunction with any other local agencies; and,
15. Any other information concerning the Host Committee make-up or plans that is deemed appropriate.

III. SITE SELECTION PROCESS

The Site Selection Process will be as follows:

NAHRW Annual Meeting Site Selection Criteria
Page 3.

1. By the deadline specified, eight (8) copies of the Formal Bid Package outlined above shall be submitted to the Chair of the Site Selection Committee;
2. All Bid Packages shall be reviewed by the full Site Selection Committee;
3. All persons or groups submitting bids will be allowed to make formal presentations before the full Site Selection Committee. These Presentations will be made at the Site of a NAHRW Board meeting, to be determined by the Site Selection Committee;
4. At the conclusion of all Presentations, the Site Selection Committee shall meet, in private, to select the Site to be proposed to the NAHRW Board of Directors.
5. The Site Selection Committee shall make every effort to select Annual Conference Sites two (2) years in advance of the Annual Meeting in question. Failure to meet this time-frame shall not invalidate either the Selection made or these Criteria.

TO: Nahrw Board

FROM: Marjorie L. Conner, Vice President
Midwest Region

DATE: February 20, 1984

SUBJECT: Midwest Region Report

The midwest region is considering a Midwest Regional Conference and/or Training Session. The Vice President has made contact with Bertha Mason in Indiana and Will Burnett in Kansas. Prior to any finalization of plans, midwest region members will be surveyed to determine:

1. If attendance would warrant a conference,
2. Whether the conference would impact attendance at the National Conference in Cleveland, and if not;
3. Subject matter the membership would like addressed.

At the present time a loosely structured planning committee comprised of Michigan Out State Chapter members is working on this project. We are thinking in terms of a weekend event, possibly in a rustic setting which can be held at a nominal cost. We would want to tie in with NAHRW'S training component, if it has been established by July or August (the time we would like to hold the conference). We are looking for a location that is centrally located. Our main objective would be to complete at least one training module and attempt to increase the midwest membership. Also, the membership materials compiled by Lisa Ramadass will be mailed to Chapter chairpersons and key midwest members. It would be helpful to the Vice Presidents and Membership Chair if funds could be allocated upon presentation of a budget. As we plan for the future of NAHRW it appears to me that the organization must strategize to enhance the benefits of belonging to NAHRW.

Respectfully Submitted

Marjorie L. Conner, Vice President
Midwest Region
NAHRW

To: NAHRW Board

From: Marjorie L. Conner, Vice President, Midwest Region

Date: June 9, 1984

Subject: Midwest Region Report

6-9-84
app
Since three training sessions and conferences have been held in the Midwest since October 1983, those being in Fort Wayne, Indiana, in Salina, Kansas and in Iowa, and the HUD Mandatory Fair Housing Training will take place June 17-22 in Schaumburg, Illinois, I have decided against a NAHRW Midwest Regional Conference and/or Training Session this year. IOAHRA was involved in the former three activities. However, a potential site has been identified for a future NAHRW Midwest Regional Conference.

Due to increased job demand the NAHRW membership Needs Assessment Questionnaire has not been finalized. I have received a copy of "Selected Results of the 1980 Civil and Rights Survey of the NAHRW Membership" drafted, circulated and tabulated by James Clyburn. I am actively soliciting input from the NAHRW Board of Directors.

In response to a concern about possibly providing training to NAHRW members, I have obtained the E.E.O.C. training modules developed by IOAHRA. Contact still must be made with Larry Myers who was appointed by the President to coordinate NAHRW's training.

Members of the Michigan Out-State Chapter met in Cleveland last month with host Committee Chair, Earl Williams, his staff and a number of civic representatives relative to the National Convention. The Out - State Chapter has offered to assist Mr. Williams and his staff with the October convention in any way he deems necessary.

A cover letter and Exhibition Space Reservation Form have been developed for exhibition space at the 1984 conference site. Unless the Board feels differently, the cost of each space per day will be \$25.00, the same as last year. The reservation deadline will be September 30, 1984. Copies of all exhibition materials are attached to this report and I am asking that each Board member try to secure at least one exhibitor. I have talked to Jim Karantonis and he is compiling a list of potential exhibitors who will be asked to buy space. U.S. Government agencies will be asked to provide relevant materials for distribution to delegates. More detailed information is being developed to summarize the size of each exhibition area, availability of chairs, wall space, electrical outlets and extension cords and overnight storage and security of display items, etc.

As the Board continues its efforts to analyze addressing the needs of individual NAHRW members, we should consider such items as resource files on fair housing and minority set aside ordinances and laws, uniform MBE/DBE/WBE certification process, effective Police Community Relations programs, omnibus civil rights ordinances and

June 9, 1984
Page 2

laws, etc., and either how-to guides or technical assistance. Perhaps the need for these kinds of data and assistance can be determined after we conduct our survey. Also, in regards to the survey instrument, Jeff Jenks is willing to code it so that NAHRW will have some idea as to geographical and/or individual needs.

The only other concern I have to bring before the Board is that some attempt should be made to both analyze the talents and expertise possessed by the NAHRW membership and better utilize these people within the context of the National Convention and regional workshops and seminars.

Attachments



CITY OF SAGINAW, MICHIGAN

CITY HALL - 1315 SOUTH WASHINGTON AVENUE - SAGINAW, MICHIGAN 48601

June 30, 1984

Dear Sir or Madam:

The 37th Annual Conference of the National Association of Human Rights Workers will be held at the Hollenden House Hotel in Cleveland, Ohio, October 19th through 23rd, 1984. This conference will attract approximately 250 directors, board members and key personnel from numerous federal, state and local civil and human rights agencies as well as representatives from the private sector. It will provide an excellent opportunity for exhibitors to showcase their wares to individuals involved in recommending or making purchases for their agencies and organizations.

We invite you to really maximize your advertising dollars by reserving a slot and exhibiting with us. The price is right, only \$25.00 per day, payable in advance, with overnight secured storage. It well might be the best advertising expenditure you've ever made. Since space is limited all reservations must be received by September 30, 1984 so that proper set-up and space arrangement can be made.

Don't delay, reserve your space today. If you have any questions contact me at 1315 South Washington, Saginaw, Michigan 48607, (517) 776-1620.

Sincerely,

Marjorie L. Conner

Marjorie L. Conner
Exhibit Coordinator
National Association of
Human Rights Workers

MLC/djb

Enclosure

June 6, 1984

To: NAHRW Midwest Region Members

From: Marjorie L. Conner, Vice President, Midwest Region

app
6-9-84
Stephen M. Levinson, NAHRW representative to the Leadership Conference on Civil Rights (LCCR) has requested that you receive these materials from LCCR for your information and possible action.

1. A package of materials concerning new legislation to remedy the Supreme Court Decision in the Grove City case. The legislation was introduced on April 12, 1984, in both the House (HR 5940) and Senate (S-2568), after almost six (6) weeks of drafting. You may want to call or write your Congresspersons and Senators, asking that they support this legislation WITH NO AMENDMENTS! This is the most important piece of Civil Rights legislation in the 1984 Session, so please do what you can to help insure its passage;
2. A package concerning the U.S. Commission on Civil Rights. The entire testimony during the Senate Hearings of July 13 and 26, 1983, has just been published. You can obtain a copy of the 520 page book from the U.S. Government Printing Office, Washington, D.C. It was Senate Hearing 98-636, Serial Number J-98-53 (Presidential Nominations to Civil Rights Commission);
3. A statement concerning Legislation implementing the Recommendations of the Commission on Wartime Relocation and Internment of Civilians;
4. A package concerning HR 100, the Non-discrimination in Insurance Act;
5. An article from the February, 1984, issue of the Atlantic Monthly. Please read this carefully - it is excellent; and
6. An article from the September 17, 1983, issue of the Congressional Quarterly. This should give you a good overview of the LCCR and the Civil Rights network.

For specific advice and up-to-date information, you may want to call Ralph Neas, 202-667-1780 or Stephen Levinson 703-838-4955.

June 6, 1984

Page 2

Shortly, you will be receiving a needs assessment survey which will help the Board of Directors determine ways to better serve NAHRW's membership.

NAHRW has launched a two-prong organized approach to increase membership on a geographical basis and with special emphasis to attract a better spectrum of diverse individuals involved in human rights. In the Midwest Region, Illinois, Indiana and Minnesota are the states we will focus on this year and our outreach efforts will be to expand membership to include more directors of human rights agencies, more persons working in civil rights programs in federal agencies, more persons who are involved in equal opportunity programs affecting Asians, Hispanics, Native Americans, Women and Handicapped, and more human rights workers in the religious organizations dedicated to improvement of intergroup relations.

If each NAHRW member recruits just one new member, membership would double. Let's all pitch in to increase membership and help strengthen NAHRW by ensuring that it remains a strong active organization, representative of the diverse populace promoting intergroup relations.

An organization is only as strong as its elected officials. NAHRW positions open for nominations are:

- President Elect 1985
- Atlantic Vice President
- Midwest Vice President
- Southern Vice President
- Western Vice President
- Secretary
- Treasurer
- Board of Directors (6) - for a term to expire in 1987
- Board of Directors (2) - for a term to expire in 1985
- At-Large Board Positions (4) - to be elected during the
National Conference

Give thoughtful consideration to nominating and electing a slate of officers in good standing and committed to fulfilling the responsibility of their respective positions.

Finally, net conference proceeds can be increased greatly by selling exhibit space at the Hollenden House Hotel in Cleveland and/or buying ads in the souvenir program booklet.

A successful conference needs full support and participation!

M E M O R A N D U M

TO: James Chase, President, NAHRW
FROM: Eleanor G. Crow, Western Regional Vice-President
SUBJECT: REPORT FROM THE WESTERN REGION
DATE: June 8, 1984

*aff
6-9-84*

I am happy to report that the Rocky Mountain Chapter of NAHRW is well established and growing. In March election of officers was held. The President is Bill Muldrow, Acting Regional Director for the U.S. Commission on Civil Rights; First Vice-president/program Chair, Ingo Antonitsch, Denver Commission on the Disabled; Second Vice-President/Membership Chair, Victoria Romero, Denver Commission on Community Relations; Secretary, Edna Berry Narcisse, Governor's Office; Treasurer, Helen Johnson-Wilburn, Colorado Civil Rights Division.

The Chapter incorporated as a non-profit organization to satisfy the bank for opening a checking account.

The May meeting was held at Joe's Buffet with an attendance of about 20. In recognition of the 30th anniversary of Brown v. Board of Education a panel discussed the Denver School desegregation, Ten years after the Court Order. The discussants were: Bea Branscombe, Housing Coordinator, Colorado Civil Rights Division, Kay Schomp, Former Denver School Board member, "Happy" Haynes, Administrative Assistant to Denver City Councilman, Bill Roberts. Jack Lang y Marquez described the purposes of NAHRW, and I discussed legislative issues and urged national membership.

The June meeting is scheduled for Thursday, June 14, 1984 in Aurora, as part of a practice of holding the meetings in different sections of the Metropolitan area. The program is an address by Walden Silva, District Director of the Equal Opportunity Commission commemorating the 20th anniversary of the passage of the Civil Rights Act of 1964.

Board meetings are held monthly, there has been a considerable increase in both national and local members during the last two months with every indication that

this will continue. Plans are under way for a larger meeting or workshop to launch the organization further in September.

The new organization met with a shock at the May Board meeting when three resignations were submitted by both vice-presidents and the secretary. The reasons for the resignations were beyond the control of the officers, one was due to ill health, one a City Council Ordinance which prohibited employees of the Denver Commission on Community Relations from holding a position as officer in community organizations, and the other a restriction on activities imposed by a superior. The secretary has since renegotiated with her superiors and will be able to continue. The nominating committee has returned to work and will submit a slate to replace the two vice-presidents at the June meeting.

I was invited to a reception for the Commissioners of the U.S. Commission on Civil Rights and State Advisory Committees on May 21 as a representative of NAHRW, attended the National Neighbors National Conference in New York City, May 31 - June 3 where I talked with individuals about the NAHRW National Conference. I also distributed NAHRW brochures at a Conference for Black Women.

As a member of the National Conference Planning Committee I have arranged most of the Housing Track Training. Carolyn Smiley-Marquez, Training Coordinator for the Colorado Civil Rights Division will present a newly developed Housing Investigation Training Module. Avery Friedman and F. Willis Caruso will share their considerable expertise in litigation of fair housing cases. Avery Friedman, in addition to having litigated over 500 fair housing cases was a former investigator with the Ohio Civil Rights Commission. Between these two attorneys 1300 fair housing cases have been litigated. Plans are underway to include representatives from Cleveland Fair Housing Groups, the Cuyahoga Plan and the East Cleveland Council for Open housing and others in the Fair Housing training.

The goals for the next three months will include working with the Pacific Northwest members to assist in organizing a NAHRW Chapter.

Because of the NAHRW by-laws I will not be able to run for Western Regional Vice-President again. I hope to run for the Board again.

Passed 6/9/84

OTHER COMMUNICATIONS

- Request made to Host Chair, Earl Williams to assist in obtaining P.O. Box Number for return ballots.
- Received request from Bill Jessup, Wilmington, NC for additional Nomination Petitions. On April 23, twenty-five (25) copies were mailed.
- April 27 - received response from Host Chair, Earl Williams with requested P.O. Box Number 99637 - Cleveland, OH 44199
- May 10 - received copy of communication from Lary Groth, to John Ferron, Atlantic Regional Vice President, indicating that he does not wish to be considered for position of Atlantic Regional Vice President due to lack of time required to do an effective job.
- May 17 - Received Nomination Petition for position of Treasurer/Lisa Ramadass

RECOMMENDATION

The Nomination Committee, after consultation with Legal Counsel, recommends the following change in the By-Laws:

Delete from Article VII. Board of Directors, Section 1. Board Membership:

"in addition, any of the six (6) officers who is not otherwise a member of the Board shall serve ex-officio during their term of office."

Rationale wording has no relevance to the section

Section would then read: "Board Members: The affairs of the Association shall be managed by a Board of Directors. Eighteen Directors shall be elected by the membership, in accordance with the provisions of Article XI. In addition those members of NAHRW who also serve as Chapter Chairpersons will serve on the Board during their term of office or until their successors are chosen. Each President of NAHRW upon the termination of term of office as such, shall automatically become a member of the Board for a term of three years from and after the date of termination of office."

The Nominations Committee appreciates the cooperation received from the Legal Counsel and President to insure that the Nomination Petitions were issued in proper form.

THIS COMMITTEE REQUEST THE ASSISTANCE OF EVERY MEMBER OF THE NAHRW BOARD IN SOLICITING CANDIDATES TO BE PLACED ON THE 1985 BALLOT OF THE ASSOCIATION.

Respectfully submitted,,

THE NOMINATING COMMITTEE

Cathy Milet
Cathy Milet, Chair/Michigan
James Wright, North Carolina
Gerald Henderson, Nebraska

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS
NOMINATING COMMITTEE REPORT
JUNE 9-10, 1984

The Nomination Committee has developed a plan of action in accordance with the established Election Procedures of the Association.

This report records the activities of the Nominations Committee from February 27 to June 1, 1984.

ESTABLISHED DEADLINES

- Notification to Board, Chapter Chairs, and Members re: Procedure for Nominating Persons for Officers and Board of Directors - April 15, 1984.
- Second Report to Board of Directors - June 9, 1984
- **DEADLINE FOR SUBMISSION OF NOMINATIONS - AUGUST 15, 1984**

REQUEST FROM LEGAL COUNSEL

- Clarification and approval of final document, as to form
 - Clarification on the election of the terms to expire in 1985.
- Direction was provided by Legal Counsel, after consultation with the President, that:

"Two (2) Board Members to be elected for a term to expire in 1985, as defined in Article VII, Board of Directors, Section 2, of the By-Laws for the Association."

COMMUNICATIONS TO BOARD

- April 9 - request sent to four (4) Regional Vice Presidents (Connors, Crow, Ferron, McKoy) requesting that they communicate with members in their Regions for input in the election process. Copies of Nomination Petitions provided.
- April 15 - Correspondence with Nomination Petition sent to each Board Member.
- April 9 - Copies of Nomination Petition and plan of action sent to the President with request to print the Nomination Petition in each NEWSLETTER until deadline date of August 15.

- see other side....

MEMO

CHICAGO PUBLIC SCHOOLS

To Leon Russell

Date April 23, 1984

From Mary Davidson

Copies to

RECEIVED

APR 25 1984

Subject Editorship of Journal of Intergroup Relations

Dear Mr. Russell:

AA/EECC

I wish to be considered for the position of Editor,
J. Intergroup Relations. Please see enclosed vitae as agreed
in our telephone conversation of last week. Gregory Squires
suggested I apply and will give me a recommendation. Please
get in touch if you wish further information, etc. Best regards:

Please contact me at: (312) 624-3341, Chicago
4800 Lake Park, #710, Chicago, 60615

Mary Davidson

cc: J. Chase
J. Clyburn
4/22/84
by

Mary

CURRICULUM VITAE

Mary Edna Davidson
Division of Social and Community Services
College of Human Resources
Southern Illinois University
Carbondale, IL 62901
(618) 453-2243

EDUCATION

Doctor of Philosophy, (Social Welfare Policy, Planning and Research) Florence Heller School for Advanced Studies in Social Welfare Brandeis University, 1975

Dissertation: "Alternative Planning Models and the Boston Model Cities Planning Experience"

Master of Social Work, (Psychiatric Social Work) University of California at Berkeley, 1964

Bachelor of Arts (Psychology and Sociology) University of San Francisco, 1962

HONORS AND AWARDS

National Institute of Mental Health Fellow

Child Welfare Educational Grant, State of California

Scholastic Scholarship, University of San Francisco

Fred Hampton Scholarship Fund - Image Award

EMPLOYMENT

Associate Professor, College of Human Resources, Division of Social and Community Services, Southern Illinois University, 1984 - present.

Assistant Professor on the Graduate Faculty, The University of Chicago, School of Social Service Administration, 1973 - 1983.

Special Assistant to Kevin H. White, Mayor, City Hall, Boston, Massachusetts, 1972.

Assistant Professor and Project Director, Simmons College School of Social Work, Rehabilitation Services Administration Training Grant entitled "New Careers in Rehabilitation," Grant No. 27-P-05112/1-01; and Project Director, Social Work Manpower Training grant, "Proposal for Developing New Directions for

Social Work Education and Practice in the Core City," Grant No. 20-P-56003/1-02, Boston, Massachusetts, 1971.

Principal Investigator and Project Director, Model Cities Administration, Public Welfare Revision Study, Boston, Massachusetts, 1969-1970.

Instructor, City College of San Francisco, Department of Sociology, 1968.

Child Welfare Supervisor, City and County of San Francisco, Department of Social Services, 1964-1968.

^E
REFEREED ARTICLES IN PROFESSIONAL JOURNALS, CHAPTERS IN BOOKS AND PROCEEDINGS

Davidson, M. E. (in press). "Reducing Discrimination in Social Services," in Ann Hartman and Joan Laird, eds., Handbook of Child Welfare, New York: Free Press.

Davidson, M. E. (in press). "Advocacy Research: The Social Context of Social Research," in Carolyn Jacobs, ed. Understanding Ethnic Minority Content in Social Work Practice: Issues for Educators and Practitioners.

Davidson, M. E. (1983). "Achieving Simple Justice: Identifying Discrimination in the Delivery of Social Services," The Journal of Intergroup Relations, Vol. II, No. 3. (p. 3-22)

Davidson, M. E. (December, 1982). "New Federalism--Old Discrimination," The Crisis: A Record of the Darker Races, Vol. 89, No. 10. (Reprint of New York Times Op ed.) (p. 10)

Davidson, M. E. and Anderson, G. R. (January 1982). "A Title VI View of Child Welfare Issues," Child Welfare, 61. (p. 49-54)

Davidson, M. E. and Anderson, G. R. (March 1982). "Child Welfare and Title VI," Social Work, 27. (p. 147-150)

Davidson, M. E. (1981). "Advocacy Research: Implications for Research on Mental Health Services in Black Communities," Development of Research Priorities for Blacks in Mental Health Service Delivery, Gwendolyn Wade, ed., National Institute for Mental Health, (Contract #81 MO 32 13 32 01D), Washington, D.C. (p. 1-26. III).

Davidson, M. E. and Anderson, G. R. (Autumn, 1981). "Determining Title VI Discrimination: Applicability to Child Welfare Services," The Journal of Intergroup Relations, IX. (p. 16-23)

Davidson, M. E. (1975). "Social Services: What Next?" Proceedings of the Florence Heller Alumni Association Annual Symposium, The Florence Heller Graduate School for Advanced Studies

in Social Welfare, Brandeis University: Waltham, Massachusetts.
(p. 30-32)

Davidson, M. E. (1971). "Toward an Alternative Model for the Delivery of the Human Services," Proceedings of the Joint National Association for Community Development and Social Rehabilitation Services, National Seminar on Citizen Participation and Separation, The National Association for Community Development, Washington, D.C. (p. 10-13)

MONOGRAPHS (Special Research Reports)

Davidson, M. E. (May 1983). A Strategy for Monitoring Desegregation Implementation in the Chicago Public Schools, Monitoring Commission for Desegregation Implementation, Chicago Board of Education. (p. 1-20)

Davidson, M. E. (February 1983). A Promise of Simple Justice in the Education of Chicago School Children, Monitoring Commission for Desegregation Implementation, Chicago Board of Education. (p. 1-42)

Davidson, M. E. (September 1980). Selected Title VI Compliance Issues in Adoption and Foster Care Child Placement, Office for Civil Rights, U.S. Department of Health and Human Services. (p. 1-50)

Davidson, M. E. (June 1980). National Institute of Education Grant, "Increasing Minority and Women Research and Women Research and Development." Unity and Diversity: Demographic and Attitudinal Differences and Similarities Between Hispanics and Non-Hispanics in Neighborhoods in Transition. School of Social Service Administration, The University of Chicago. (p. 1-97)

Davidson, M.E. (January 1979) Logan Square Avondale Community Survey Summary Logan Square and Avondale Community Foundation. (p. 1-13)

Davidson, M. E.; Burrows, D. and Braughton, W. (March 1979). Unraveling Community Satisfaction in Two Chicago Neighborhoods. Logan Square and Avondale Community Foundation. (p. 1-229)

Davidson, M. E.; Burrows, D. and Johnson, P. (September 1977). Evaluation of the Beacon House Summer Program: Effects on Occupational and Educational Aspirations, Effects on Sensitivity and Awareness of Parenthood and Family Related Issues, Beacon Neighborhood House. (p. 1-24)

Davidson, M. E. and Burrows, D. (August 1977). Beacon '77, Project Beacon House: Phase I, Opinion Survey, (A Community Advocacy Research Report). Beacon Neighborhood House, United Christian Community Services. (Vol I, p. 1-57; Vol II, p. 1-90)

Davidson, M. E.; Chase, J. and Johnson, H. (August 1971). The Impact of Social Irresponsibility: An Example of Advocacy Research

in a Model Neighborhood Area. Model Cities Administration, Office of the Mayor. (Vol I, p. 1-181; Vol II, p. 1-119)

Davidson, M. E. (March 1971). The Social Service Market. Model Cities Administration, Office of the Mayor. (p 1-29)

BOOK REVIEWS

Burgest, D. R. (Eds.). (in press). Social Work Practice with Minorities. Metuchen, N.J.: Scarecrow Press. Social Work.

Cheetam, J. (Eds.). (in press). Social Work and Ethnicity, Winchester, MA: Allen and Unwin. Social Work.

Greestone, J. D. and Peterson, P. E. (July 1976). Race and Authority in Urban Politics: Community Participation and the War on Poverty. Contemporary Sociology 5 (July 1976) 532-533.

Ginsberg, E. and Solow, R. W. (Eds.) (June 1975). The Great Society: Lessons for the Future. Social Service Review 50 (June 1974) p. 356.

Shannon, L. and Shannon, M. (June 1975). Minority Migrants in the Urban Community: Mexican-American and Negro Adjustment to Industrial Society. Social Service Review 48 (June 1974) p. 304-305.

CONTRIBUTIONS TO NATIONAL PERIODICALS

Davidson, M. E. (October 8, 1982). "New Federalism--Old Discriminationism," The New York Times, Op. Ed. p. 29.

Davidson, M. E. (August 28, 1981). "Even the Rich are on (Fiscal and Job) Welfare," Personal View, Chicago Sun-Times. p. 46.

PUBLICATIONS IN PROCESS (Articles and Books)

Davidson M.E. (in press). "A Problem-Solving Framework for Macro Social Work Intervention," for submission to Journal of Sociology and Social Work.

Davidson, M.E. (in press). "Some Cautionary Comments on Purchase of Service," for submission to Journal of Public Welfare. (Professional paper undergoing revisions).

Davidson, M.E. (in press). "Civil Rights and New Federalism," for submission to Civil Rights Digest. (Professional paper undergoing revisions).

Davidson, M.E. (in press). Conceptual Pitfalls in Monitoring Desegregation Initiatives in Urban Public Schools," for submission to Integrated Education.

Book in Process:

Davidson, M.E. (in press). Uncovering Disparity in the Delivery of Social Services: A Social Work Approach to Civil Rights Monitoring and Enforcement.

PROFESSIONAL PAPERS

Davidson, M.E. (1983). "Civil Rights and Child Welfare: An Invitations Paper," for the National Association of Social Workers Professional Symposium - Celebrating the Future, Washington, D.C. See Sources Resources for Education and Training in Child Welfare, Summer, 1984, No. 3. (In Press).

Davidson, M.E. (1982). "Civil Rights and New Federalism," for the National Leadership Conference, Iota Phi Lambda Sorority, Center for Continuing Education, The University of Chicago, Chicago. p. 1-10.

Davidson, M.E. (1981). "Problems of Social Welfare in Urban America," for the Administrative Fellowship Program: A Collaborative Project Between the Chicago Board of Education and the University of Chicago with Support of the Ford Foundation, Chicago. p. 1-19.

Davidson, M.E. (1977). "Policy Formation, Programming and Implementation: Aspects of Purposeful Social Change." Council on Social Work Education, Annual Program Meeting, Phoenix, Arizona. p. 1-21.

Davidson, M.E. (1976). "Racism and Social Policy: A Personal Perspective," Symposium on Racism and Social Policy, Florence Heller School for Advanced Studies in Social Welfare, Brandeis University, Waltham, Massachusetts. p. 1-15

Davidson, M.E. (1974). "Some Cautionary Comments on Purchase of Service," Central States Regional Conference of the American Public Welfare Association, Des Moines. p. 1-6

Davidson, M.E. (1972). "The Process of Welfare Research in a Model Neighborhood," Wednesday Program of Academic Rounds, Boston University, School of Medicine, Division of Psychiatry, Boston.

PROFESSIONAL SERVICE AND CONSULTATION

Davidson, M.E. (1983-Present). Member, Schools Committee of Crises Intervention Services Project, Department of Human Services, City of Chicago.

- Davidson, M.E. (1982-Present). Lead Consultant, Monitoring Commission for Desegregation Implementation, Chicago Board of Education
- Davidson, M.E. (1981-Present). Member, Long-Range Planning Committee, United Way of Metropolitan Chicago.
- Davidson, M.E. (1981-Present). Member, Board of Christian Social Action, Church of the Good Shepherd, (Congregational-United Church of Christ).
- Davidson, M.E. (1981-1982). Member, Priorities Committee of the City of Chicago Social Services Task Force, Jane M. Byrne, Mayor and Harold Washington, Mayor.
- Davidson M.E. (1983 to Present). Member City of Chicago Crisis Intervention Services Gang Crime, City Department of Human Services and the University of Chicago.
- Davidson, M.E. (1978-1981). Member, Human Subjects Review Committee, Cooperative Studies Research Program, Veterans Administration Hospital, Hines, Illinois.
- Davidson, M.E. (1976-1979). Member, Special Crime and Delinquency Review Committee, National Center for Prevention and Control of Rape, National Institute of Mental Health, Rockville, Maryland.
- Davidson, M.E. (1975-1977). Member, Community Development Advisory Council, Cook County Board of Commissioners, Chicago.
- Davidson, M.E. (1971). Representative, Boston Model Cities Administration and Far Eastern Massachusetts Chapter, National Association of Social Workers, to Income Maintenance Subcommittee, of Joint Committee on Social Welfare, Chairman: Jack Backman, Senator, Massachusetts Legislature, Boston.
- Davidson, M.E. (1970-1971). Chairperson, Public Welfare Committee, Eastern Massachusetts Chapter, National Association of Social Workers, Boston.
- Davidson, M.E. (1970-1971). Vice-President, Eastern Massachusetts Chapter, National Association of Social Workers, Boston.
- Davidson, M.E. (1970-1971). Representative, Boston Model Cities Administration, Massachusetts Public Welfare Council, Boston.
- Davidson, M.E. (1971). Staff Consultant, Center for the Study of Welfare Policy, University of Chicago.
- Davidson, M.E. (1968). Chairperson and National Coordinator, the Annual Conference of the Congress of Racial Equality (CORE), Oakland, California, 1967, Columbus, Ohio.
- Davidson, M.E. (1968). Guest Lecturer, School of Community Mental

Health Nursing, University of California Medical Center of San Francisco, California.

Davidson, M.E. (1967-1968). Staff Consultant, U.S. Department of Labor, Human Interaction Programs, University of Oklahoma, Norman Oklahoma.

Davidson, M.E. (1966-Fall 1968). Research Consultant, Black Conference Planning Committee, West Coast Region.

Davidson, M.E. (1965-1968). Member, Comprehensive Committee for the Care of Children, non-profit corporation that develops community operated day care facilities.

Davidson, M.E. (1965-1967). Member, Technical Advisory Committee of Horizons Unlimited (School Dropout program for the Spanish-surname community), Title II Project, Mission Area of San Francisco.

Davidson, M.E. (1967). Program Consultant, 24th Annual Convention Congress of Racial Equality, Oakland, California.

Davidson, M.E. (1967). Representative of the Urban Life Center, University of San Francisco, to Western Addition Planning Council.

Davidson, M.E. (1967). Member, Mayor's Health and Welfare Task Force, Office of the Mayor, San Francisco City and County.

Davidson, M.E. (1966). Chief Consultant, Mission Anti-Poverty District San Francisco Economic Opportunity Council, San Francisco, California.

PROFESSIONAL PRESENTATIONS AND WORKSHOPS

Davidson, M.E. (March, 1984). Keynote Speaker, The Provident Hospital Department of Social Services Honors Social Work Month: Social Work Monitoring and Enforcement of Anti-Discrimination Law on Behalf of Families and Children.

Davidson, M.E. (1978-Present). Guest Expert, appearances on television (Weekend Magazine), WLS-TV (Channel 7) and Daybreak, WBBM-TV (Channel 2) in Chicago; WMAQ-TV News, Chicago (Channel 5); KDFW-TV News, Dallas, Texas (Channel 4) and on local radio shows and press statements about current issues and social welfare.

Davidson, M.E. (1982). Keynote Speaker and Resource Person, Dallas/Fort Worth Minority Outreach Project: Conference for Community Based Social Agencies, sponsored by the Region VI, U.S. Department of Health and Human Services, Office for Civil Rights, Region Office for Technical Assistance, Dallas.

Davidson, M.E. (1982). Speaker, Chairperson and Organizer of a Community Conference: "Civil Rights Compliance in Social Services for Children," Board of Christian Social Action, Church of Good

- Shepherd Congregational. (More than 1500 attendees, including judges, state level administrators, private agency directors, line staff, and clients, Chicago. Videotaped by the University of Chicago, School of Social Service Administration Media Center).
- Davidson, M.E. (1982). Speaker, "Color in a White Society," A Minority Issues Conference, sponsored by the National Association of Social Workers, Los Angeles.
- Davidson, M.E. (1982). Speaker, Mid-West Regional Conference of the Child Welfare League of American and Child Care Association of Illinois, Chicago.
- Davidson, M.E. (1982). Speaker, Annual Meeting of the National Association of Black Social Workers, Chicago.
- Davidson, M.E. (1982). Panelist, "The Welfare System: No Place to Go," Women in Poverty--A Statewide Conference on the Feminization of Poverty, sponsored by Hull House Association, Chicago.
- Davidson, M.E. (1982). Speaker, "Enforcing Civil Rights for Low-Income People." for the Midwest Regional Conference on Poverty Law and Federal and State Law Changes, (sponsored by Western Center on Law and Poverty, Inc., Los Angeles and Food Research and Action Center, Washington, D.C.), St. Benedicts's Center, Madison, Wisconsin.
- Davidson, M.E. (1981). Keynote Speaker, "Civil Rights Compliance in the Human Services: Historical and Philosophical Issues," Human Services Training Program for Professional Staff, Office for Civil Rights, Washington, D.C., and for Region V, Office for Civil Rights, U.S. Department of Health and Human Services, Chicago.
- Davidson, M.E. (1980). Lecturer on "Social Welfare, Social Work and Civil Rights," for headquarters staff, Office for Civil Rights, U.S. Department of Health and Human Services, Washington, D.C., (videotaped).
- Davidson, M.E. (1980). Speaker, "Hispanic and Non-Hispanic Perspectives on the Quality of Life in Neighborhoods in Transition," National Association of Social Workers, Illinois Chapter, First Biennial Symposium, Chicago.
- Davidson, M.E. (1980). Panelist, "Advocacy Research and the Black Community," Social Services and the Black Community in the Decade Ahead, Annual Meeting of the Association of Social and Behavioral Scientists, Nashville.
- Davidson, M.E. (1978). Speaker, "Advocacy Research and the Black Community," National Association of Black Social Workers Annual Conference, San Francisco.

Davidson, M.E. (1978). Speaker, Midwest School Social Work Conference, Lake Geneva, Wisconsin.

Davidson, M.E. (1976). Speaker, "Social Services Today, A National and Regional Perspective: Doing Good or Doing Well," People Side of Housing and Community Development Conference, sponsored by the National Association of Black Social Workers, Baltimore.

Davidson, M.E. (1976). Workshop Leader, "Social Policy and Planning: A Workshop for Experienced Teachers," Council on Social Work Education Annual Program Meeting, Philadelphia.

Davidson, M.E. (1972). Speaker, "An Alternative to Community Control: Vouchers as a Mechanism for Institutional Responsiveness," Massachusetts Conference on Social Welfare, Boston.

Davidson, M.E. (1971). Speaker, "An Economic Model for the Delivery of Social Services, Implications for Line-Staff," Massachusetts Public Welfare Conference, White Cliffs of Plymouth, Massachusetts.

Davidson, M.E. (1970). Keynote Speaker, "The Separation of Services and Income Provision in Aid to Families with Dependent Children," to The North Carolina State Conference on Social Services, Raleigh, North Carolina.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

National Association of Human Rights Workers

National Association of Social Workers

Council on Social Work Education

SERVICE TO THE UNIVERSITY OF CHICAGO

(1978-1984) Research Service - Service on research projects and doctoral dissertations.

(1978-1983) Provision of funded and voluntary research services through advocacy research seminar to public agencies and community.

1974 to Present Admission to Doctoral Study

1981 to Present Curriculum Policy

1982 to Present Children in the Curriculum

1980 to Present Ad hoc Committee on SSA 301, The Practice of Social Intervention

1981-1982	Ad hoc Committee on Task Forces Year 1
1980-1982	Student-Appeals
1980-1982	Governance
1980	Ad hoc Advisory Committee to Advise the Dean of the Future of SSA
1979-1981	Advisory Committee to the Center for The Study of Welfare Policy
1977-1978	Faculty Working Group on Core Content (Task Force 1)
1976-1979	Faculty Status
1976-1977	Search Committee for a New Dean
1973-1978	Social Development Curriculum
1973-1977	Academic and Professional Standards
1973-1974	Continuing Education

TEACHING EXPERIENCE

Teaching experience has been in three areas of the curriculum (1) Foundation and intervention knowledge for social work practice in macrosystems and microsystems; (2) history and philosophy of social welfare policy and programs, along with differential consequences of public social policies for poor and minority communities; and (3) community-based advocacy research. (See Catalogue course descriptions below).

Social Work Practice

SSA 310 Social Development: Concepts, Theories and Strategies of Intervention I, II. From 1973 through 1978

This two-quarter course seeks to introduce students to key ideas and the range of methodological approaches in social welfare; to acquaint students with basic social science concepts underlying social development practice; to identify the commonly shared intervention strategies in community work, policy, planning, and administration; and to provide a disciplined understanding and integrated approach to the role of the social worker as social development practitioner. Autumn, Winter (M. Davidson and I. Spengel).

SSA 301 The Practice of Social Intervention I, II, III.
From Fall 1980 through Spring 1983

The goal of this section is to discern the common practice principles in social work intervention with individuals, families, and groups, as well as organizations and communities.

Conceptual Basis: This section will introduce the problem-solving process (engagement, assessment and analysis, intervention, evaluation and termination) as a model of intervention with micro and macro systems. Students will be encouraged to view work with individuals and families as taking place in the web of more complex and inclusive social systems. Knowledge of this network and of how intervention is constrained or facilitated by the systematic context will be emphasized.

Class: The course will begin with an orientation to social work practice and social work as a profession, social work values and ethics and social welfare as an institution. Students will be encouraged to engage in analysis and application of the problem-solving process to case materials at the micro (individual, family, or group) and macro levels (organizations and communities). Equal emphasis will be given to an understanding of the structure, dynamics and methods of intervention in macro systems, as in micro systems.

Field Work: Field work assignments for students in this section include various departments of a large university teaching hospital, two family service programs, services to the elderly, and a community based agency serving inner city youths. Autumn, Winter, Spring

SSA 355 Community Work Methods.
Spring 1983

This course offers students an opportunity to gain a conceptual framework for understanding communities and community processes and for assessment of community organizations and their capacity for community problem solving. It includes skills of community organizing, analysis of community decision making, role of citizen participation in public policies, and community work practice within the social work profession.

Social Policy

SSA 358 Poverty and Income Redistribution in Contemporary Society:
Concepts Prevalence, and Differential Consequences.
From 1975 through 1978

This course provides the student with an overview of the problem of poverty in contemporary American society. It will

cover the varying definitions of poverty, profiles of the poor, and policy alternatives for alleviating the impact of poverty.
Autumn

SSA 300 History, Philosophy, and Structure of Social Welfare I, II.
From 1978 through 1980 (Section Leader)

The purpose of this course is to provide a conceptual and practical understanding of the field of social welfare in social, cultural, political, and economic contexts. It is assumed that such an understanding is necessary for effective practice and for posing those questions for research, study, and experimentation which will lead to the continued progress of the field.

The course covers:

1. The historical development of major ideas, philosophy, values, and institutions in social welfare;
2. Major legislative, programmatic, institutional, and professional developments in the United States, using cross-cultural comparisons as appropriate;
3. Current major social problems and programs;
4. The policy process within the federal system.

Autumn, Winter (Staff)

SSA 447 Civil Rights and Social Work (Developed)
Winter 1984

This seminar explores the implications of Title VI of the Civil Rights Act of 1964, for policy making, planning, administration and day-to-day service provision in the public social services. Emphasis given to race, color, national origin, and discrimination issues in sources to children.

SSA 465 Income Redistribution in Contemporary Society: Who Benefits.
From 1976 through 1978

Examines the various policies and programmatic strategies that influence income transfers to the poor and the nonpoor and considers current selfare guidelines as well as tax laws and the impact of the "mix" of these diverse regulations upon the problem of poverty.
Spring

Community Based Advocacy Research

Individual Readings in Advocacy Research.
From 1976 through 1977



NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 101394 / Anchorage, Alaska 99510 (907) 786-1434

James H. Chase, President

Reply to:

President's Report June 9, 1984

Since the February board meeting, I have been mainly involved with implementing the dictates of the board or monitoring what others in the organization have to implement.

Besides the routine issues at the office of the President, much time was devoted to follow up on the EEOC RFP. NAHRW was placed on the notification list and received the RFP. After analyzing it I conferred with persons whose professional opinion I trust asking for a feasibility recommendation. Their uniform opinion was that NAHRW

Comp. Co. - TARP-10ARRA #706 agency

2

did not have the resources or experience to delve into such a project and further that the RFP, in their opinion, was written to such detail as to only allow a contractor with previous contractor experience with EEOC to be a successful bidder. NATHROW therefore, submitted no bid. We were, however, represented at the contractors pre-bid conference for both the effect and the information.

The EEOC did award the contract to ^{the} CACI/TARP team. However prior to bid closure date I was contacted by Mark G. Garner at TARP and asked to serve as a member of the Technical Advisory Committee should their bid be successful. I asked for and was given the requirements for and responsibilities of

Such a committee and after considering them, accepted.

This committee first met this past Friday at the CACI office in Arlington, Va. with the results being a cementing of the CACI/TARP and committee relationship via exchange of information and expectations.

The project information will come to you under separate cover as it unfolds.

Management, motivation and membership are still the 3 m's of my administration. The management aspect has been challenging though you have to be the judge of it's effectiveness. Motivation has not been much of a concern for me as the greater

percentage of the HRS board is
truly self motivated. Membership
is slightly ahead of where we were
last year so I therefore deem that
task is effective. Nevertheless
the "Prof" is still in the "Puddle!"

- 30 -

June 10, 1984

Mr. James H. Chase, President
NAHRW
P.O. Box 101394
Anchorage, Alaska 99510

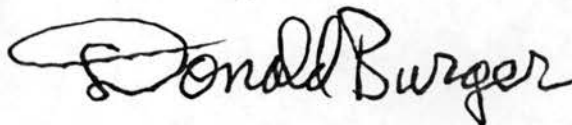
Dear Jim:

I discussed privately with each committee member after the February Board meeting their selecting one civil rights policy issue representing concerns of human rights workers. The issue will be addressed in the Committee's summary report for the membership this October. The telephone conference among committee members was postponed to mid-June.

Plans now provide that issues papers (of four pages or less) be submitted to the Chair by July 14 1984. They will each include suggested responses/actions which NAHRW members and chapters may consider appropriate. The papers will be forwarded to all committee members within the week of their receipt. A subsequent telephone conference the last week of August will be called to seek consensus for the Chair's report to the President.

The Mo-Kan NAHRW chapter is devoting its August meeting to a Workshop Program format on the Current Direction in Civil Rights Enforcement Policy by Government and Private Sector Administrators. Information developed by the participants in that meeting will be incorporated in the Issues Committee Report.,

Sincerely

A handwritten signature in cursive script that reads "Donald Burger". The signature is written in dark ink and is positioned above the printed name and title.

Donald Burger
Issues Committee Chair

June 10, 1984

Mr. James H. Chase, President
NAHRW
P.O. Box 101394
Anchorage, Alaska 99510

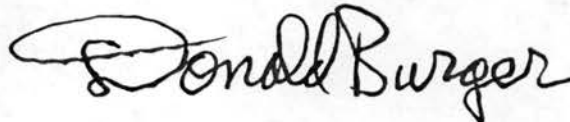
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Sincerely

A handwritten signature in cursive script that reads "Donald Burger". The signature is fluid and stylized, with a large initial "D" and a long, sweeping underline.

Donald Burger
Issues Committee Chair

RESOLUTIONS COMMITTEE REPORT

Submitted by Debra A. Schiebel, Resolutions Chair

Immediately following the last Board Meeting, the Resolution on the U.S. Commission on Civil Rights was finalized, and a copy was forwarded to James Karantonis at the Commission.

The two resolutions passed at the last Board Meeting -- that on the U.S. Commission on Civil Rights and the Edwin Meese Appointment -- were submitted to President James Chase for signatures and seal.

A request was submitted to the newsletter to call for resolutions in the upcoming issues.

A call for resolutions was sent to each chapter chair.

Several NAHRW members were contacted to obtain their ideas on issues to be introduced as resolutions at this Board Meeting.

Two resolutions were prepared to introduce at this Board Meeting -- one to thank the Southern Region for their successful Conference and for hosting the winter Board Meeting and another on the Grove City College v. Bell case. (Copies are attached.)

Early receipt of resolutions is strongly urged. Prior to the October Conference, I will be contacting chapter chairs and individuals who have traditionally submitted resolutions encouraging them to draft and/or provide input for resolutions on major concerns and issues. (A resolutions form is attached.)

Summer Board Meeting
June 9 & 10, 1984

RESOLUTION ON
SOUTHERN REGIONAL CONFERENCE

WHEREAS, The Sixth Annual Southern Regional Conference in Orlando, Florida was well planned and executed, and

WHEREAS, The Southern Region gave considerable time, planning and dedication to this Conference, and

WHEREAS, the Southern Region graciously hosted the winter board meeting.

THEREFORE BE IT RESOLVED, that the National Association of Human Rights Workers membership commend Mr. Ronald McElrath and the Southern Region for their outstanding efforts.

RESOLUTION ON
THE CIVIL RIGHTS ACT OF 1984

WHEREAS, The National Association of Human Rights Workers recognizes the existence of ongoing discrimination against minorities, women, the handicapped and the elderly in many publically funded institutions and agencies, and

WHEREAS, The Congress of the United States enacted laws prohibiting such discrimination in agencies and institutions receiving federal funds, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Sections 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, and

WHEREAS, The United States Supreme Court ruled on February 28, 1984, in the case of Grove City College v. Bell, that Title IX of the Education Amendments only prohibited discrimination against women in the program receiving the federal funds, rather than in all school programs, and

WHEREAS, The three other major civil rights laws governing nondiscrimination in service provision all contain the same language narrowly interpreted in Grove City as being program-specific, and

WHEREAS, The Assistant Attorney General for Civil Rights in the U.S. Department of Justice, William Bradford Reynolds, has publicly stated the Department intends to apply the Grove City decision to Title VI, Section 504, and the Age Discrimination Act, in addition to Title IX, and

WHEREAS, There is currently legislation pending in Congress to address the Grove City decision by clarifying the language of the laws, and reaffirming Congressional intent that these statutes require comprehensive civil rights policies for institutions and agencies receiving federal funds.

THEREFORE BE IT RESOLVED, that the National Association of Human Rights Workers fully supports S. 2568 and H.R. 5490, the Civil Rights Act of 1984 and urges members of Congress to enact the measure as quickly as possible in order to clarify the intent of Congress and preclude additional narrowing of civil rights coverage.

↓
*without
amendments.*

CALL FOR RESOLUTIONS

RESOLUTION ON

WHEREAS, _____

WHEREAS, _____

WHEREAS, _____

THEREFORE BE IT RESOLVED, _____

THEREFORE BE IT FURTHER RESOLVED, _____

NAHRW CHAPTER/MEMBER SUBMITTING RESOLUTION:

NAME _____

ADDRESS _____

City _____ State _____ Zip _____

TELEPHONE _____
(Area Code)

PLEASE FORWARD RESOLUTIONS TO:

For Adoption at the October
Conference -- EARLY RECEIPT
IS STRONGLY URGED!

Debra A. Schiebel
Chair
Resolutions Committee
1112 16th Street, N.W., #302
Washington, D.C. 20036
(Telephone: 202-628-9600)

REPORT OF THE LEGAL COMMITTEE

June, 1984

Although the Legal Committee has not met during the last quarter, I have consulted by telephone with Steve Levinson on many issues, and would like to commend him on his dedication which allows him to serve on this Committee of Two, as well as maintaining an enormously increased presence of N.A.H.R.W. at the Leadership Council and before the Congress of the United States. That is an aside, but since I will not attend the Board meeting, I would have said this verbally at the meeting.

During the quarter, I have been asked to review the status of the members of the Board for the balloting. After discussion with Kathy Milett, Steve Levinson and President Chase, I determined that the ballot did, indeed, contain one extra slot for election. Therefore, rather than perpetuate a difficult situation (caused mainly by the lack of a President Elect slot for one year and a miscount of vacancies), I recommended that the number of vacant slots be reduced from three to two. The reason is that to do otherwise would put NAHRW in violation of this By-Laws, and that no harm is done by any decision made prior to the timeframes for election of officers.

I have also been asked to review the membership materials, to see if there is any violation of the ban against political activity, and I attach my letter to Lisa Ramadass in that regard.

I have reminded President Chase that I have not received a copy of the Annual Report for this year. He states that he has not received a copy to sign, and has not signed one. However, Mr. Russell advised the Board that an "early" Report had been submitted. I can do nothing further in that regard, except to report to you that it is necessary

that each President file his annual Report to the Secretary of State of Illinois. Since I have no copy of such a report (even though the matter was discussed at the last Board meeting, and I expected to receive the copy of the "early" Report), I assume that none has been filed. If necessary, I will secure blank forms, and forward them for signature.

I have submitted a Legal Update column for the Newsletter, emphasizing in both that column and in a letter to President Chase, the alarming lack of expertise I have found on the part of investigators, in the area of legal principles. I have suggested that I will participate in conferences to do basic legal skills and legal literacy training, and will continue to submit more basic material for the Newsletter. It does no good to continue to offer "updates" on substantive case law if our members do not know how to do legal research or understand the citations the attorneys use. I would like to thank Mr. James Karantonis for keeping me supplied with USCCR material helpful in preparing written updates.

I have offered to re-write the Kremer report I prepared for the International Association of Official Human Rights Agencies, for submission to the Journal, if the Journal is interested in legal articles.

Finally, I was consulted in both my Federal Liaison and Legal Counsel capacities, at some length, by those NAHRW members interested in seeing NAHRW compete for the ADP grant of \$1.7 million, offered by E.E.O.C. There were some fairly complex and comprehensive discussions among the members, with Mr. Levinson and with me, regarding issues involving in bonding, subcontracting, federal procurement regulations, indemnification, and establishing "teaming" with computer subcontract-

tors to compete for the grant. After the consultations, it was determined that the subcontractor whom we preferred, did not wish to involve his company in a fixed-price bid for computer hardware, given the fluctuating state of the art. Therefore, rather than considering direct competition with IAOHRA for a team comprised of one of our associations, T.A.R.P. and C.A.C.I., we decided not to compete on this level immediately. Therefore, we made a conscious decision not to bid. As an aside, unfortunately, IAOHRA did not bid, either. I do believe it would be in the interest of the recipients of the computer hardware and software to have a team of advisors to the successful bidders. I have been approached about serving in that capacity, and have advised Marc Grainer of T.A.R.P. that I may do so, but that he should be aware that my participation would be in an oversight capacity, rather than an endorser of each phase or project suggested by the major contractors. It is my understanding that Mr. Chase has also been approached about serving in the same capacity. I intend to recommend, in my letter to T.A.R.P., that Steve Levinson be included from NAHRW, because of his proximity to Washington, D.C. This is a short report on a fairly complex exchange of telephone calls and conversations regarding this most important project.

I would continue to remind the Board that the June Board meeting is really the last time in which the Committee will take suggestions regarding the drafting of any By-Law Amendments. I have supplied Mr. Chase with my original copy of those proposed at the last conference, and expressed my continuing concern that the Minutes of the Membership meeting are not of the nature to assure me that proper recording of the vote was made. This is an extremely serious breach

of corporate policy, and has made it difficult to supply the membership with copies of the By-Laws as they now exist. It is extremely unusual for the office of the counsel not to have complete sets.

Finally, I suggest that the Chapters be contacted prior to the conference, to be apprised directly of their duty to supply written reports, copies of their By-Laws, and copies of their charters or the date the charter was issued. This may prevent any further discussions of whether they should have received rebates. If they present their reports and demonstrate their existence, they may receive their money.

I regret that I am unable to join you for the meeting.

REPORT OF THE FEDERAL LIAISON

In the last quarter, I was unexpectedly asked to continue to submit Comments to the Equal Employment Opportunity Commission, the U.S. Department of Housing and Urban Development, and a special report on Kremer. I have not been included in the Federal Liaison effort of I.A.O.H.R.A for some months, and neither expected nor desired to expend the effort on behalf of that agency. However, I found myself in a difficult position. The federal agencies had asked IAOHRA specifically (not NAHRW), to comment. The deadlines were days away, when I was informed of the need to produce the Comments. And I thought the issues were sufficiently complex that I should act unofficially, or in my capacity as Member at Large of IAOHRA, rather than on behalf of NAHRW. I apologize for this situation, which appears to me to be a conflict of interest. However, I would not expect to continue to write; nor would I have done so at the time, except for the time constraints. I did advise E.E.O.C. that in future, I expected N.A.H.R.W.'s point of view on certain issues to be heard at the annual conference.

Further, as I mention in my Legal Committee report, I was involved in the decision of whether to submit a bid on a major contract let by the E.E.O.C. for the installation of computer hardware and software in Human Rights Agencies. These discussions were lengthy and complex, and took a good deal of my time. However, based on a joint assessment of Steve Levinson, Trisha Horton, President Chase and myself, it was decided that N.A.H.R.W. did not have sufficient control to exercise over the predictably successful bidders. We had proposed to have the training and needs assessment written by Trisha Horton, and to team with Jim Kretts and Associates, to submit a bid. However, Mr. Kretts indicated that the fixed-price nature of the hardware bid was unaccept-

able to him. Therefore, NAHRW elected not to bid. I.A.O.H.R.A. was equally unsuccessful in its bid. T.A.R.P. and C.A.C.I., both independent of civil rights agencies, will, no doubt, be the successful bidders.

During the conversations with Trisha Horton regarding this contract, I also discussed with her and with Mr. Chase, the possibility of hiring her to write specific proposals to federal agencies and private sources and of sharing office space with her. She had at that time secured a private office in Washington, and was willing to work out an arrangement with N.A.H.R.W. to be reimbursed for office expenses and do the Washington representation to a limited degree; or to be paid for the writing of specific proposals. It is my strong recommendation that if Ms. Horton is available, N.A.H.R.W. attempt an office-sharing arrangement for a three to six month period of time, and that Ms. Horton work with me to identify training funds and projects of a smaller nature than the A.D.P. contract; prepare proposals; and attempt to build a true federal presence. I think this is extremely important at this time because of the work Mr. Levinson has been able to accomplish in testifying before Congress, making federal contacts to present N.A.H.R.W.'s point of view, and working in other capacities with the Leadership Conference. Truly, most of the federal liaison on issues is done by Mr. Levinson currently. I propose the office-sharing arrangement in part to support the Leadership Conference/ Federal Liaison effort, and in part to make N.A.H.R.W. a viable competitor for federal and private foundation money for training efforts.

NAHRW**NEWS****National Association of****Human Rights Workers**

January/February 1985

Civil Rights Bill Introduced

The Civil Rights Restoration Act of 1985 was recently introduced by a bipartisan group of Congressmembers. The bill reaffirms Congressional intent that federal funds will not be used to discriminate against minorities, women, the elderly, or the handicapped. This bill would require any agency or institution which receives federal funds to have comprehensive nondiscrimination policies in all areas of operation.

The legislation specifies that institution-wide coverage is required by all federal grant recipients -- whether it be a state or local government agency; university or system of higher education; corporation or private organization; or any other entity.

The Restoration Act would amend Title VI of the Civil Rights Act of 1964, covering minorities; Title IX of the Education Amendments of 1972, covering women in educational institutions; Section 504 of the Rehabilitation Act of 1973, protecting the handicapped; and the Age Discrimination Act of 1975.

Such amendments are necessary given last year's Supreme Court decision on Grove City College v. Bell in which the Court determined that existing law required federal grant recipients to only ensure nondiscrimination in the particular program which received federal funds, rather than throughout the entire agency or institution. This decision countered over 20 years of previous enforcement practices under both Republican and Democratic administrations.

Members of Congress were outraged last year by this court decision and

immediately introduced legislation to reinstitute broad coverage of federal civil rights laws. However, last year's bill, the Civil Rights Act of 1984, was narrowly defeated in the Senate after being overwhelmingly approved by the House.

Opposition to last year's bill was led by a few conservative members of Congress, and supported by the Reagan Administration. This small group succeeded in killing the bill by threatening to filibuster the measure, thus keeping the Congress in session past its appointed recess date.

Such opposition is expected to continue this year, but cosponsors of the bill are optimistic regarding its passage, since they are not under the time limits which constrained them last year. However, another civil rights bill has been introduced by Senator Robert Dole (R-KN) on behalf of the Administration. While claiming to have the same effect as the Restoration Act, the Administration/Dole bill is limited to only educational institutions and would do little to reinstitute broad civil rights coverage.

Congressional hearings are expected to be held on these two bills in early March, with hopes that the legislation will quickly be sent to the floor of both Houses for votes this spring.

The Leadership Conference on Civil Rights, a coalition of over 160 national civil rights organizations, fully supports the Restoration Act and is organizing local coalitions in all 50 states to become involved in this issue.

FROM NAHRW'S PRESIDENT

LOONEY TUNES

--Leon Russell

The concept of "comparable worth" is an extremely new one in the context of the civil rights movement. It is so new that many in the profession are just coming to grips with the idea. Indeed, many of us have not even developed a clear definition of the term. Comparable worth then is an idea which needs and deserves much study and consideration. It is obviously an issue which should be considered by an independent and objective U.S. Commission on Civil Rights.

Clarence Pendleton, Jr., Chairman of the U.S. Commission on Civil Rights, has already destroyed any credibility the Commission may have had in this area by calling the idea of "giving women equal pay for jobs of comparable worth the looniest idea since Looney Tunes came on the screen."

The mere fact that the statement was made effectively renders the commission incapable of making any type of credible study. The remarks, in and of themselves, are derogatory to women and the need to eliminate the gap between the earnings of men and women in the overall society. Most damaging of all is the fact that Mr. Pendleton obviously speaks for the White House on this issue. Witness the fact that the Chairman of the President's Council of Economic Advisors, William E. Niskanen, has said that the idea of comparable worth was "a truly crazy proposal." According to White House spokesman, Larry Speaks, "The President considers the comparable worth idea to be 'nebulous at best'."

It is quite obvious that the "independent" Commission on Civil Rights is not so "independent" at all. In fact, it is even more obvious that the commission is simply intended to parrot the administration's opinions on civil rights.

If we are lucky, the latest Pendleton pronouncements will create a firestorm of response which will culminate in his removal from office.

It is even more insulting and belittling that the staff director of the commission, without benefit of commission policy, feels at ease in supporting Mr. Pendleton's remarks by saying "the comparable worth principle espoused by feminist groups goes against the grain of what the women's movement has stood for over the last 20 years -- the opening of doors to traditionally male jobs."

It would appear the statements from the Commission and from the White House seem to be saying, even though we know working women earn only 62% of a typical man's wage, and even though discrimination in pay based on sex is prohibited by existing law, the disparity still persists. This is a joke! It is Looney Tunes! It is something we do not wish to deal with. If women want to make as much money as men, then let them go out and compete for "men's" jobs.

Instead of allowing meaningful discussion and objective study, the administration and its cronies give us the quick fix and a joke.

"Here we go again!"

NAHRW News is an official publication of the National Association of Human Rights Workers, the only professional association for human rights workers in the nation. It is published bimonthly, and is one of several benefits provided free of charge to members of NAHRW.

To submit articles, information or comments, contact Debra Schiebel, Editor, NAHRW News, P.O. Box 2304, Washington, D.C. 20013-2304; (202) 628-9600.

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DEBRA SCHIEBEL, Editor

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Local News

CROW RETIRES

Eleanor Crow, longtime NAHRW member, recently retired from the Colorado Civil Rights Division after almost 20 years. She will be traveling, working with her consulting firm, EO ASSOCIATES, and following her interests with NAHRW, Fair Housing research, and Colorado's Civil Rights history.

DAVIDSON APPOINTED DEAN

Dr. Mary Davidson, Editor-in-chief of the NAHRW Journal of Intergroup Relations, was recently appointed Dean of the School of Social Work at Southern Illinois University in Carbondale, Illinois, and we congratulate her on her appointment.

SHECHTER ENDURES

Despite the news of the death of Affirmative Action emanating from the Nation's Capital, Ruth Schechter, longtime NAHRW member and President of the local Community Resources Board, Kansas City, Missouri, is forging ahead. She has plans for a New Horizons Fair Housing Assistance Project now that a \$55,000 HUD grant has been received. It is expected the project will enable Shechter and her staff to put into action an ambitious program designed to make an impact not only on the philosophy and practice of fair housing initiatives, but also to "expand and strengthen local and state laws" as they relate to fair housing.

TROY NAMED DIRECTOR OF EEOC
OFFICE OF PROGRAM OPERATIONS

James Troy, Director of EEOC Region I, was recently named Director of the Commission's Office of Program Operations.

Troy replaces Odessa Shannon who retired in October 1984. He will be responsible for public and private compliance activities and will oversee District Office and Systemic Program Operations.

CALENDAR OF EVENTS

FEBRUARY 22-24

Annual Conference on Human and Civil Rights
National Education Association
Washington, D.C.
Contact: Lynette Johnson or Dorothy Byars (202) 822-7705

FEBRUARY 28 - MARCH 1

National Conference on Resolving EEO and Other Employment Disputes without Litigation
Educational Fund for Individual Rights
Washington, D.C.
Contact: Lucell Sullivan, Educational Fund, 475 Riverside Drive, Suite 550, New York, New York 10115.

MARCH 10-13

American Association for Affirmative Action
San Francisco, CA
Contact: (317) 636-6059

MARCH 13-15

EEOC National Training Conference
Orlando, Florida
Contact: State and Local Divisions of EEOC

MARCH 17-22

U.S. Department of Housing and Urban Development (HUD) Regions 4 and 5 Annual Meeting
St. Petersburg, Florida
Contact: Robert Reese (404) 221-5140 or Ron McElrath (813) 462-6885

MARCH 31 - APRIL 3

National Association for Equal Opportunity in Higher Education
Washington, D.C.
Contact: Dr. Samuel Meyers, NAFEO, 2243 Wisconsin Ave., N.W., Washington, D.C. 20007

APRIL 21-24

National Liaison Conference
New Directions
Birmingham, AL
Contact: Henry Tindol, Chair, Box 1487, Decatur, AL 35602

National News

OUTCRIES AGAINST APARTHEID

--Debra Schiebel

"Apartheid exists not because of a few South African political leaders. It exists because a whole world, and that includes us, tolerates it by silence." This declaration was made by Sen. Lowell Weicker Jr., R-Conn., as he became the first senator arrested in an act of civil disobedience outside the South African Embassy while protesting that country's policies of racial segregation.

The facts which attest to South African apartheid are appalling:

- While Africans make up 72 percent of the population, they are allowed to live permanently in only 13 percent of the land.
- In 1979, the average monthly wage in the mining industry was \$1,056 for white workers and \$175 for African workers.
- In 1978/79, per capita spending on education was \$833 for whites and \$82 for Africans.
- In 1978, the Rand Daily Mail reported an infant mortality per 1,000 live births of 12 for Whites and 282 for rural Africans.
- Blacks are barred from voting for or being members of the governing white parliament.

Such statistics have formed the backdrop for the daily demonstrations at the South African Embassy. Since protests against apartheid began with a sit-in at the embassy Nov. 21, more than 700 public officials, clergy and others, including 16 House Democrats, have been arrested in 15 cities throughout the country.

The demonstrations are organized by the Free South Africa Movement. They seek to secure the release of South African political prisoners, start discussions on

a new constitution that would allow Blacks to share power and end the Reagan administration's policy of "constructive engagement" -- maintaining good relations with South Africa while seeking gradual reforms.

Throughout the United States, a movement for divestment of funds from corporations that invest in South Africa is growing. Supporters argue that ending South Africa related investments will make new funds available for mortgages, home improvements and community development.

A list of U.S. companies operating in South Africa can be obtained by sending a post card to NAHRW News, P.O. Box 2304, Washington, D.C. 20013-2304.

AFRICAN FAMINE RELIEF

The National Board of Directors of NAHRW voted at its January board meeting to contribute \$100 to the Famine Relief Fund in Ethiopia via The American Red Cross. Individuals are encouraged to make personal contributions. Make checks payable to **The American Red Cross**, and write on the memo line **For African Famine Relief**. Send contributions to: The American Red Cross, 17th & D Streets, N.W., Washington, D.C. 20006.

PETITION TO RATIFY THE TWO INTERNATIONAL HUMAN RIGHTS COVENANTS

The Eleanor Roosevelt Institute has asked individuals and organizations to join them in urging the U.S. Senate to ratify two very important international human rights covenants. The two treaties--one on Civil and Political Rights and one on Economic, Social and Cultural Rights--were signed by President Carter in 1977, but still have not been ratified by the Senate.

For more information on these treaties and other international human rights issues, contact either Sue Roff (212) 864-7986 or Trude Lash (212) 697-3150 at the Eleanor Roosevelt Institute.

JOB...JOB...JOB

NAHRW News encourages the submission of job announcements. The following positions are sought by the City of Saginaw, Michigan. Apply to: City Clerk's Office, Room 102, City Hall, 1315 South Washington Avenue, Saginaw, Michigan 48601.

COMMUNITY INFORMATION SPECIALIST Bachelor's degree in public relations, journalism or communications, or equivalent professional experience in informational services. Duties include writing, photographing, designing publications and arranging special events. Salary: \$17,469 to \$23,634.

PLANNER II sought by Office of Economic Development. Bachelor's degree in city planning, public administration or social science. Experience in city planning and/or community organization and in writing of grants. Salary: \$20,616 to \$24,587.

SENIOR PROGRAM EVALUATOR Advanced degree and two years experience with local government performing program evaluation. Strong statistical/analytical abilities. Strong accounting background, including cost accounting experience. Salary: \$24,683 to \$33,395.

NAHRW ISSUES

The Issues Committee of NAHRW is in the process of identifying and prioritizing issues of major concern to NAHRW this year and is anxious to obtain input from the membership. To submit suggestions or comments, contact Boyd Bosma, Issues Chair, National Education Association, 1201 16th Street, N.W., Washington, D.C. 20036, (202) 822-7730 or Donald Burger, Resolutions Chair, Community Relations Service, 5216 NW 82nd Street Territory, Kansas City, Missouri 64151, (816) 374-2024.

MEMBERSHIP

It's time to renew your NAHRW membership. The membership year runs from October 1 to September 30. If you have not been a member in the past, we encourage you to join our organization to see what we have to offer. Two of the most valuable membership benefits covered by your dues are the **Journal of Intergroup Relations** and the **NAHRW Newsletter**. Submit your check today along with the membership application below.

NAHRW MEMBERSHIP APPLICATION (Please print or type)

NAME: _____

ADDRESS: _____

TITLE: _____ TELEPHONE: _____

AGENCY/ORGANIZATION: _____

NEW MEMBER: _____ RENEWAL: _____ DATE: _____

(Enclose \$35.00 check payable to: National Association of Human Rights Workers. Send to: E. Ramadass, Treasurer, 6411 31st Street, N.W., Washington, D.C. 20015)

MARK YOUR CALENDAR

The 38th Annual Conference of the National Association of Human Rights Workers will be held October 17-22, 1985, at Charleston, South Carolina's Francis Marion-Ramada Hotel. The Conference theme is **Building Bridges**. Room rates are: \$55/single, \$63/double, \$71/triple, and \$79/quad. The Conference will provide training in Housing/Education, Affirmative Action/Equal Employment Opportunity, Minority Business Enterprise/Women's Business Enterprise, and the Human Rights Worker as a Professional. Plenary sessions will address the Administration of Justice, Women in the Workforce, International Issues, and Legislative, Executive and Judicial Updates. Special events will include traditional luncheons for the NAHRW Journal and NAHRW Past Presidents, Presidential Banquet, Inter-faith Breakfast, beach party and cookout, evening at Gaillard Municipal Auditorium to see Porgy & Bess, and harbor cruise.

FAIR HOUSING REPORT

Professor Franklin J. James and Eleanor G. Crow have completed a paper resulting from a NAHRW-sponsored survey, entitled **Stronger Administrative Enforcement of Federal Fair Housing Laws — Lessons from the States**. The paper will be published soon by NAHRW as a technical report. Prior to that time, copies may be obtained from Eleanor Crow, 605 20th Street, Boulder, CO 80302, (303) 443-4836. Also available is a comparison of State Fair Housing Laws.

BIDS FOR 1987 NAHRW CONFERENCE

The Site Selection Committee of the National Association of Human Rights Workers is accepting bids for its 1987 Annual Conference. The NAHRW Board of Directors, at its summer meeting in Cleveland, Ohio, on June 9-10, 1984, adopted formal Site Selection Criteria, which are available for review upon request.

Anyone interested in submitting a bid to host the 1987 NAHRW Annual Conference should call or write Stephen M. Levinson, Chair, Site Selection Committee, Alexandria Human Rights Commission, 110 North Royal Street, Suite 501, Alexandria, Virginia 22314, (703) 838-4955.

Deadline for submission of bids is September 15, 1985.

FLORIDA CHAPTER MEETS IN MIAMI

The Florida Association of Community Relations Professionals (FACRP) held its quarterly training meeting/conference at the Hotel Riverparc in Miami, November 14-17. The combination meeting/conference, hosted by the Human Relations Professionals of Greater Miami (HRPGM), provided membership of both organizations the opportunity to meet, share training, and exchange firsthand information about their respective organizations. The conference also enabled the Florida Chapter of NAHRW to provide information on its workings to community relations professionals in the Greater Miami area, while accruing 18 new members.

NAHRW News
P.O. Box 2304
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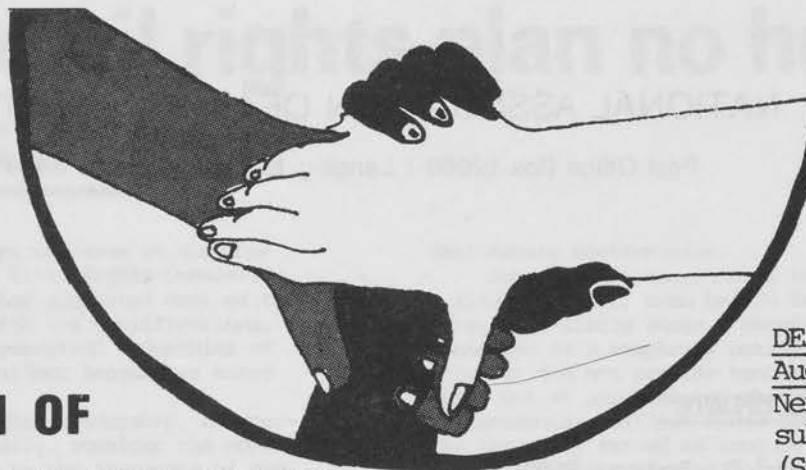
October 18, 1984 - Day I (Thursday)	October 19, 1984 - Day II (Friday)	October 20, 1984 - Day III (Saturday)	October 21, 1984 - Day IV (Sunday)	October 22, 1984 - Day V (Monday)	October 23, 1984 - Day VI (Tuesday)
8:00 a.m.	8:00 a.m. - Registration All Day	8:00 a.m. - Registration ALL DAY	8:00 a.m. - Registration ALL DAY	8:00 a.m. - Registration until Noon	8:00 a.m. - Continental Breakfast
9:00 a.m.	Breakfast - Compliments hotel until 9:30 a.m. - Board of Directors Meeting	Continental Breakfast	9:00 a.m.	9:00 a.m. Training Tracks A) B) C) D)	9:00 a.m. - Business Mtg, Resolutions, Election of At- Large Board Members, Bylaw Changes
10:00 a.m.		9:30 a.m. - Plenary Session Announcements Speaker: U.S. Senator Howard Metzenbaum	9:00 a.m. - Interfaith Breakfast		
11:00 a.m.	10:00 a.m. Opening Plenary Session - President's Welcome		10:00 a.m.		
NOON	11:00 a.m. Keynote Speech	10:30 a.m. Speaker: Justice Nathaniel Jones, U.S. 6th Circuit Ct.	11:00 a.m. Business Mtg.	10:00 a.m.	11:30 a.m. Board of Directors Mtg. (Lunch served)
1:00 p.m.	NOON - Lunch on your own	11:30 a.m. Speaker: Judge Carl Stokes, Mun. Court, Cleveland	12 NOON	11:00 a.m.	
2:00 p.m.	1:30 p.m. Training Tracks A) Housing - E. Crow B) The Human Rights Worker as a Professional - L. Myers C) Response to Resurgence of Hate/Violence - A. Dean 3 hr. D) AA/EEO - M Snead	12:30 p.m. Luncheon	1:00 p.m. Optional Activities to be planned by Host Comm.	12 - NOON	2:30 p.m. Adjournment
3:00 p.m.	4:30 Concurrent Sessions		2:00 p.m.	12:30 p.m. Past President's Luncheon Speaker - U. S. Rep. Louis Stokes	
4:00 p.m.		2:00 p.m. Training Tracks A) B) C) D)	3:00 p.m.	Recognize members for longevity - NAHRW	
5:00 p.m.	5:00 p.m. Regional Meetings		4:00 p.m.	1:00 p.m.	
6:00 p.m. Registration Begins	6:30 p.m. Reception Hotel	5:00 p.m. Open	5:00 p.m. if ballot at 2) home	2:00 p.m.	
7:00 p.m.	7:00 p.m. Dinner - Speaker A. Torres	6:00 p.m. Open	6:00 p.m. - Regional Mtgs. Election of Regional Board Members option if B) at 2-4 - morning	2:30 p.m. Plenary Session Ralph Neas, Exec. Director - LCCR "Legislative Civil Rights Agenda"	
8:00 p.m.	8:00 p.m.	7:00 p.m. Open	7:00 p.m.		
9:00 p.m. Hospitality Suite Opens (NAHRW's Responsibility)	9:00 p.m. Disco - City of Cleveland (sponsor)	8:00 p.m. Open	8:00 p.m. Reception Host Committee	3:00 p.m.	
10:00 p.m.	10:00 p.m.	9:00 p.m. Reception (?)	9:00 p.m.	4:00 p.m. MBE	
		10:00 p.m.	10:00 p.m.	4:30 p.m.	
				6:00 p.m. President's Reception	
				7:00 p.m. Inaugural Banquet	
				9:00 p.m. Hospitality Suite (President's Suite)	

3 hr. Track
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Capitol prison
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NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS



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DEADLINE
August 26, 1983
NAHRW Nominations
Petition

DEADLINE
August 15, 1983
Next Newsletter
submissions.
(Special Conference Edit.)

NAHRW's ANNUAL CONFERENCE

The National Association of Human Rights Worker's annual conference will be held October 14-18, 1983 in Saginaw, Michigan. Training sessions are being planned in the following areas: Affirmative Action; Housing; Law Enforcement; Human/Civil Rights Legislation; Employment Discrimination; and Education.

Training will be conducted by individuals in the public and private sectors. For more information Please write:

NAHRW
P.O. Box 12060
Lansing, Michigan 48924

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SUMMER '83 EDITION



This Newsletter is published as a service to members of the National Association Of Human Rights Workers. Articles are requested from any interested party. Please submit to NAHRW, P.O. Box 12060, Lansing, Michigan 48924. Attn: R. L. Hester, Editor



Richard D. Letts, President

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

Post Office Box 12060 / Lansing, Michigan 48924 (517) 487-1050

"PRESIDENTIAL UPDATE"

by Richard D. Letts, PRESIDENT

Several months have passed and so have jobs, but it appears that the issues in the civil rights field are increasing. We are experiencing more deviations and opposition to the enforcement of civil rights laws than ever before. Therefore, we must "Keep the Faith".

I was privileged to attend the NAHRW Southern Conference held in Greensboro, North Carolina May 13-14, 1983, and it was a highly successful conference. The one-hundred or more participants left this forum with many favorable comments. The Host Committee should be complimented for their fine program.

The NAHRW Summer Board Meeting was convened in Saginaw, Michigan on June 11-12, 1983. The 1983 Annual Conference will also be held in Saginaw, October 14-18, 1983 and it appears to be generating a great deal of interest. The speakers and workshops are expected to be "top drawer".

A special edition of the NAHRW Newsletter will be sent out in August with more information on the Conference.

In the last Newsletter it was noted that Fred B. Routh, past Executive Director of the Office of NAIRO and NAHRW, would soon retire as Director of Community Relations Division - Office of Congressional and Public Affairs. On April 13, 1983, Fred's friends in the Washington Metro area held a surprise retirement party for him. The 2nd of June 1983, I was informed that Fred Routh had past.

Many communities are now receiving request for certification of Community Development Block Grant (CDBG) appropriations. Additional appropriations are included in the Emergency Jobs Bill which includes a general grant requirement that states "the recipients should select activities and administer the additional grant to assure that minorities and women are not discriminated against in the provision of employment opportunities in activities funded in whole or in part under the additional grants".

We who are involved in the monitoring of local civil rights requirements should be advised of these appropriations.

New civil rights plan no help

By William Raspberry

Two things are at issue in the controversy over the Civil Rights Commission. The first, which has generated most of the flak, has to do with the qualifications, philosophies and perceived sympathies of the three men President Reagan has named to the commission.

The civil-rights leadership, and perhaps blacks generally, consider the nominations as hostile to the interests of the very minorities whose rights the commission was created to further. And since there were no vacancies on the six-member commission, the nominations amount, in practice, to firing three commissioners whose views the civil-rights establishment finds more compatible.

That issue will be settled in court if, as has been reported, one or more of the fired commissioners challenges the president's action.

But there is a second issue that has to do not with the attitudes and competencies of particular members but with the independence of the commission itself. If President Reagan's recent action stands, then the commission, which has from its inception been free to make its findings and recommendations without fear of offending the White House, could become just another arm of the administration.

That's the problem Rep. Thomas A. Luken preposes to fix. The Cincinnati Democrat has introduced legislation to create staggered six year terms for members of the commission and to protect them from firing except for "neglect of duty or malfeasance in office." Luken's bill would also "grandfather in" the present commissioners if the courts rule that their firing was unlawful, or if they

fail Senate confirmation.

Luken's is a commendable attempt to rationalize a situation that, even before Reagan's controversial move, made little sense. Because the commission was conceived as a temporary entity, the legislation creating it did not provide tenure for individual appointees. But it also created what in effect were lifetime appointments: Without fixed terms, the commissioners had basically served as long as they wanted to.

These flaws present no problem with a temporary commission. They defy logic with a permanent one, which is in effect what the commission has become. "Just suppose that President Reagan is succeeded by a liberal Democrat who believes in affirmative action and so forth," Luken observes. As things are now, "The new president would have to choose between keeping the Reagan people, whose views are the opposite of his own, or replacing them with people who represent his own views, which would further erode the independence of the commission." The staggered six-year terms would fix that.

Unless the courts rule otherwise, the clean sweep - at least this one time - may be an unavoidable fact. Under the Luken bill, the two most senior commissioners would get full six-year terms, the next two would get four-year terms, and the two junior members would get two-year terms - all of them renewable. But, unless the courts overturn the Reagan firings, all six members would be Reagan appointees.

While the Luken proposal makes a lot of sense with regard to the future, it wouldn't do a thing for those who fear that the president has transformed the commission into an agency calculated to thwart the prevailing civil-rights consensus.

William Raspberry is a nationally syndicated columnist who is associated with the Washington Post.





REPUBLIC AIRLINES has been designated by the Board of Directors of NAHRW as the Official Conference Airlines for the 36th Annual NAHRW Conference. Call Republic's toll-free number 1-(800) 328-1111 (Minnesota residents 1-(800) 272-1408) ask for the convention desk and give them NAHRW's code number HRW222. Discounts will be 30%. Call early because of limited availability. You can charge your tickets; Republic will mail to your office or to your travel agency.

"Racism" protested by tribe

About 200 Lumbee Indians carried signs and picketed the annual meeting of the North Carolina Conference of the United Methodist Church on Sunday, June 5th, in Fayetteville, North Carolina.

The group cited the failure of the church's hierarchy in eastern North Carolina to appoint an Indian to the church's conference cabinet.

The Methodist Church state cabinet president responded by saying a native American minister has never been appointed to the cabinet because none are qualified.

It was further stated by Barney L. Davidson that, "Normally, somebody in the cabinet has a large church and a large congregation".

Most of the protesters were from Robeson County's Prospect United Methodist Church in Maxton, the nation's largest native American Methodist church with 700 members.

The Church's annual meeting was held at Methodist College.

DEADLINE: AUGUST 26, 1983

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

NOMINATIONS PETITION

NAME OF CANDIDATE _____
ADDRESS _____ ZIP _____ TELEPHONE _____ (area code) _____
POSITION TITLE _____
NAME OF AGENCY AND ADDRESS _____
CANDIDATE FOR THE OFFICE OF _____

BIOGRAPHICAL BACKGROUND

N.A.H.R.W. AFFILIATION (Please be specific and indicate the years candidate has been a member, committees served, offices held, etc.)

COMMUNITY SERVICES (Please indicate community projects, services (local or state) activities or any other data that would be helpful to the membership in their voting process).

CANDIDATE CERTIFICATION

I, _____, a member in good standing with The
(Name of Candidate, Please Print)
National Association of Human Rights Workers, do agree to be a candidate for
the above position, and if elected, understand the responsibilities of that
office.

Signature of Candidate _____

Date _____

N.A.H.R.W. CHAPTER/MEMBER/BOARD MEMBER PLACING NOMINATION

NAME _____
POSITION _____
ADDRESS _____
City _____ State _____ ZIP _____
TELEPHONE _____ (Area Code) _____

PLEASE RETURN PETITION TO: Earl Williams, Director
BEFORE AUGUST 26, 1983 Community Relations Board
601 Lakeside Avenue
Cleveland, OH 44114

83/cm

NAHRWs' OFFICERS

President Richard D. Letts
P.O. Box 12060
Lansing, MI 48924

President-Elect James H. Chase
University of Alaska, Anchorage
3211 Providence Dr.
Anchorage, AK 99504

Legal Counsel Anthea M. Boarman
Human Rights Commission
207 North Upper Street
Lexington, KY 40507

Vice President James Mihalik
Atlantic Region Montgomery County Human Relations
6400 Democracy Boulevard
Bethesda, MD 20817

Connecticut, Delaware, Washington, D.C., Maine, Maryland,
Massachusetts, New Hampshire, New Jersey, New York,
Pennsylvania, Rhode Island, Vermont, West Virginia

Vice President Charles Edmonson
Midwest Region Michigan Department of Civil Rights
1200 Sixth Avenue
Detroit, MI 48226

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota,
Missouri, Nebraska, North Dakota, Ohio, Oklahoma,
South Dakota, Texas, Wisconsin

Vice President William R. Jessup
Southern Region Human Relations Commission
320 Chestnut St. Rm. 409
Wilmington, NC 28401

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Mississippi, North Carolina, South Carolina, Tennessee,
Virginia, Puerto Rico, Virgin Islands

Vice President Eleanor Crow
Western Region Colorado Civil Rights Division
Room 600 d
1525 Sherman Street
Denver, CO 80203

Alaska, Arizona, California, Colorado, Hawaii, Idaho,
Montana, Nevada, New Mexico, Oregon, Utah, Washington,
Wyoming

Secretary Earl Benson
EEOC, Detroit District Office
First National Building, Suite 600
Detroit, MI 48226

Treasurer Leon W. Russell
Pinellas County Government
315 Court Street
Clearwater, FL 33516

BOARD OF DIRECTORS - NAHRW

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LARRY GROTH, Philadelphia, PA
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JAMES KARANTONIS, Washington, DC
STEPHEN LEVINSON, Alexandria, VA
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LAWRENCE MYERS, Lincoln, NE
VICKIE SHAW, Nashville, TN

1984
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1985
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EARL WILLIAMS, Cleveland, OH

AT LARGE
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JUNE L. ADKINS, Detroit, MI
ELTON TONEY, Dardanelle, AR
JACK LANG y MARQUEZ, Denver, CO

NOMINATIONS COMMITTEE

The Nominations Committee is responsible for providing a slate of Officers and Directors for election at the Annual Meeting of NAHRW. The Committee needs the assistance of the membership in finding qualified persons to participate in the governing body of the Association. If you desire to be considered, or if you would like to nominate a "member" for one of the following positions, please fill in the Nominations Petition, with it signed by the candidate, and return to the address indicated.

Positions to be filled by mail ballot:
President Elect; Vice Presidents of the Atlantic, Midwestern, Southern, and Western Regions; Secretary; Treasurer; and six positions for the Board of Directors.

All nominees must be a member in good standing and have the desire and commitment to serve for the duration of the term elected.

For further information, please contact:

Cathy Milette -or-
Lansing Human Relations
7th Floor City Hall
Lansing, MI 48933
(517) 487-1050

Earl Williams
Community Relations
Board
601 Lakeside Ave.
Cleveland, OH 44114
(216) 664-3290



****ATTENTION NAHRW MEMBERSHIP****

The National Association of Human Rights Workers and its Board of Directors is now taking bids for its 1985 Annual National Conference.

For further information, interested parties should contact:

Stephen M. Levinson
Alexandria Human Rights Commission
110 N. Royal St., Suite 501
Alexandria, Virginia 22314
(703) 838-4955

THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS IS THE ONLY PROFESSIONAL HUMAN RIGHTS ORGANIZATION. THE PURPOSE IS:

1. To encourage the collection compilation and dissemination of ideas, information and research among organizations and individuals engaged in the improvement of intergroup relations;
2. To facilitate the exchange of knowledge, experience and research among governmental agencies and private organizations dealing with racial, religious, ethnic and cultural relations;
3. To advance generally the science, processes, and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practice.

ANNUAL MEMBERSHIP IS \$35. MAKE CHECK PAYABLE TO: THE NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS.

NAME _____
TITLE _____
ORGANIZATION _____
ADDRESS _____
City _____ State _____ Zip _____
TELEPHONE _____
(Area Code)

The National Association has two publications

- 1) A newsletter which addresses current issues and shares the development within local agencies and chapters.
- 2) The JOURNAL OF INTERGROUP RELATIONS is a quarterly publication on topics of interest to the human rights cause, world wide.

****NOTICE****
RESOLUTIONS

All NAHRW Chapters and Members are being asked by the Resolutions Committee to give consideration to issues of an international, national, regional, and state level that affect human rights interests.

Resolutions should be drafted prior to the Annual Conference to be held, October 14 - 18, 1983 in Saginaw, Michigan.

Resolution forms will be with the NAHRW Annual Conference "Special Edition" Newsletter, to be published in August 1983.

All resolutions must be submitted to:

Henry McKoy
Department of Administration
116 West Jones Street
Raleigh, North Carolina 27611
(919) 733-7232

For further information, please contact the above address.

October 1983						
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MARK YOUR CALENDARS!

Don't Forget the 36th
Annual Conference
October 14-18, 1983

We can change our children's racial attitudes

