



## League of Women Voters of Minnesota Records

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# ANTI-DISCRIMINATION

## Laws of Minnesota

1962 compilation by

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A compilation of all laws and constitutional provisions against discrimination based on race, creed, color, religion, national origin or political affiliation in force at the close of the 1961 Session of the Minnesota Legislature.

References herein, except where otherwise stated,  
are to Minnesota Statutes 1961.

The legislative history of each law may be found in  
Minnesota Statutes 1961.

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## MINNESOTA CONSTITUTION:

Article I, Sec. 2. **Rights and privileges.** No member of this State shall be disfranchised, or deprived of any of the rights or privileges secured to any citizen thereof, unless by the law of the land, or the judgment of his peers. There shall be neither slavery nor involuntary servitude in the State otherwise than the punishment of crime, whereof the party shall have been duly convicted.

Article I, Sec. 16. **Freedom of religion.** The enumeration of rights in this constitution shall not be construed to deny or impair others retained by and inherent in the people. The right of every man to worship God according to the dictates of his own conscience shall never be infringed, nor shall any man be compelled to attend, erect or support any place of worship, or to maintain any religious or ecclesiastical ministry, against his consent; nor shall any control of or interference with the rights of conscience be permitted, or any preference be given by law to any religious establishment or mode of worship; but the liberty of conscience hereby secured shall not be so construed as to excuse acts of licentiousness, or justify practices inconsistent with the peace or safety of the State, nor shall any money be drawn from the treasury for the benefit of any religious societies, or religious or theological seminaries.

Article I, Sec. 17. **Voting and holding public office.** No religious test or amount of property shall ever be required as a qualification for any office of public trust under the State. No religious test or amount of property shall ever be required as a qualification of any voter at any election in this State; nor shall any person be rendered incompetent to give evidence in any court of law or equity in consequence of his opinion upon the subject of religion.

## MINNESOTA STATUTES:

Section 43.15 **State Civil Service Employment.** No discrimination shall be exercised, threatened, or promised by any person in the civil service against, or in favor of, any applicant, eligible, or employee in the civil service because of his political or religious opinions or affiliations.

Section 44.07 **Municipal Civil Service.** Subdivision 1. Every examination shall be impartial, fair, and designed only to test the relative qualification and fitness of applicants to discharge the duties of the particular position for which it is designed. No questions in any examination shall relate to the political or religious convictions or affiliations of the applicant. \* \* \*

Section 44.08 **Municipal Civil Service.** Subdivision 1. No permanent employee in the classified service shall be dismissed or suspended without pay for for more than 30 days, except for just cause, which shall not be religious, racial, or political. \* \* \*

Section 61.05 **Life Insurance.** No company or agent, all other conditions being equal, shall make any discrimination in the acceptance of risks, in rates, premiums, dividends, or benefits of any kind, or by way of rebates, between persons of the same class, or on account of race; and upon request of any person whose application has been rejected, the company shall furnish him, in writing, the reasons therefor, including a certificate of the examining physician that such rejection was not for any racial cause. Every company violating either of the foregoing provisions shall forfeit not less than \$500 nor more than \$1,000 and every officer, agent, or solicitor violating the same shall be guilty of a gross



misdemeanor; and the commissioner shall revoke the license of such company and its agents, and grant no new license within one year thereafter.

**Section 61.06 Life Insurance.** No life insurance company doing business in this state shall make or permit any distinction or discrimination in favor of individuals between insureds of the same class and equal expectation of life in the amount or payment of premiums or rates charged for policies of life or endowment insurance, or in the dividends or other benefits payable thereon, or in any other of the terms and conditions of the contracts it makes; \* \* \*

Any violation of the provisions of this section shall be a misdemeanor and punishable as such.

**Section 72.17 Automobile Liability Insurance.** No insurance company, or its agent, shall refuse to issue any standard policy of automobile liability insurance or make any discrimination in the acceptance of risks, in rates, premiums, dividends, or benefits of any kind, or by way of rebate between persons of the same class, nor on account of race. Every company or agent violating any of the foregoing provisions shall be fined not less than \$50.00 nor more than \$100, and every officer, agent, or solicitor violating the same shall be guilty of a misdemeanor.

**Section 126.07 Admission to Public Schools.** Any member of any public school board or board of education of any district who, without sufficient cause or on account of race, color, nationality, or social position, shall vote for, or being present, shall fail to vote against, the exclusion, expulsion, or suspension from school privileges of any person entitled to admission to the schools of such district, shall forfeit to the party aggrieved \$50.00 for each such offense, to be recovered in a civil action.

**Section 126.08 Segregation in Public Schools.** No district shall classify its pupils with reference to race, color, social position, or nationality, nor separate its pupils into different schools or departments upon any of such grounds. Any district so classifying or separating any of its pupils, or denying school privileges to any of its pupils upon any such ground shall forfeit its share in all apportioned school funds for any apportionment period in which such classification, separation, or exclusion shall occur or continue. The state commissioner of education, upon notice to the offending district and upon proof of the violation of the provisions of this section, shall withhold in the semi annual apportionment the share of such district and the county auditor shall thereupon exclude such district from his apportionment for such period.

**Section 137.16. Morris Branch, Admission of Indians.** Subdivision 1. The University of Minnesota, Morris Branch, situated in whole or in part on the lands described in Laws 1909, Chapter 184, shall admit Indian pupils qualified for admission at all times free of charge for tuition and on terms of equality with white pupils.

Subd. 2. Subdivision 1 is a substitute for the provisions of Laws 1909, Chapter 184, section 2, which reads: The said lands and buildings described in section 1 hereof shall be held and maintained by the state of Minnesota as an agricultural school, and Indian pupils shall at all times be admitted to said school free of charge for tuition and on terms of equality with white pupils. [Laws 1961, c. 312, §§ 2, 3]

**Section 327.09 Access to Public Accommodations.** No person shall be excluded, on account of race, color, national origin, or religion from full and equal enjoyment of any accommodation, advantage, or privilege furnished by public conveyances, theaters, or other public places of amusement, or by hotels, barber shops, saloons, restaurants, or other places of refreshments, entertainment, or accommodations. Every person who violates any provision of this section, or aids or incites another to do so, shall be guilty of a gross misdemeanor, and, in addition to the penalty therefor, shall be liable in a civil action to the person aggrieved for damages not exceeding \$500.

**Section 462.481 Public Housing and Slum Clearance.** There shall be no discrimination in the selection of tenants because of race, or religious, political, or other affiliations, but, if the number of qualified applicants for dwelling accommodations exceeds the dwelling units available, preference shall be given to inhabitants of the municipality in which the project is located, and to the families who occupied the dwellings eliminated by demolition, condemnation, and effective closing as part of the project, as far as is reasonably practicable without discrimination against families living in other substandard areas within the same municipality.

**Section 462.525 Discrimination forbidden.** Subd. 8. There shall be no discrimination in the use of any land in a redevelopment project because of race or religious, political, or other affiliations.

**Section 462.641 Housing Redevelopment Projects.** The project or projects of any redevelopment company shall be designed and used primarily for housing purposes, but portions of the project may be planned and used for business, commercial, cultural, or recreational purposes appurtenant thereto as approved in the project. There shall be no discrimination in the use of projects because of race, religious, political or other affiliation.

**Section 507.18. Written Instruments relating to Real Estate.** Subdivision 1. No written instrument hereafter made, relating to or affecting real estate, shall contain any provision against conveying, mortgaging, encumbering, or leasing any real estate to any person of a specified religious faith, creed, race or color, nor shall any such written instrument contain any provision of any kind or character discriminating against any class of persons because of their religious faith, creed, race or color. In every such provision any form of expression or descriptor which is commonly understood as designating or describing a religious faith, creed, race or color shall have the same effect as if its ordinary name were used therein.

Subd. 2. Every provision referred to in subdivision 1 shall be void, but the instrument shall have full force in all other respects and shall be construed as if no such provision were contained therein.

Subd. 3. As used in this section the phrase 'written instruments relating to or affecting real estate,' embraces every writing relating to or affecting any right, title, or interest in real estate, and includes, among other things, plats and wills; and the word 'provision' embraces all clauses, stipulations, restrictions, covenants, and conditions of the kind or character referred to in subdivision 1.

Subd. 4. Every person who violates subdivision 1, or aids or incites another to do so, shall be liable in a civil action to the person aggrieved in damages not exceeding \$500.

Section 613.67 **Lynching.** Subdivision 1. 'Lynching' is the killing of a human being, by the act or procurement of a mob.

Subd. 2. When any person shall be lynched, the county in which the lynching occurred shall be liable in damages to the dependents of the person lynched in a sum of not exceeding \$7,500, to be recovered in a civil action.

Subd. 3. Any sheriff, deputy sheriff, or other officer having the custody of any person whom it is sought by a mob to take from his custody, who shall fail or neglect to use all lawful means to resist such taking, shall be guilty of malfeasance and shall be removed from office by the governor in the manner and upon the same procedure as is provided by law for the removal from office of county officers guilty of malfeasance or nonfeasance in the performance of their official duties.

Section 615.16 **Wearing of masks.** Subdivision 1. **Prohibition.** It shall be unlawful for any person, either alone or in company with others, to appear on any street or highway, or in other public places or any place open to view by the general public, with his face or person partially or completely concealed by means of a mask or other regalia or paraphernalia, with intent thereby to conceal the identity of such person. The wearing of any such mask, regalia or paraphernalia by any person on any street or highway or in other public places or any place open to view by the general public, shall be presumptive evidence of wearing the same with intent to conceal the identity of such person; this subdivision shall not be construed to prohibit the wearing of such means of concealment in good faith for the purposes of amusement or entertainment.

Subd. 2. Every person violating any of the provisions of this section shall be guilty of a misdemeanor.

Section 155.11 **Instruction in Hairdressing Schools.** Subd. 9. No school, duly approved under this chapter, shall refuse to teach any student, otherwise qualified, on account of race, creed, or color.

Section 181.59 **Employment by State Contractors.** Every contract for or on behalf of the State of Minnesota, or any county, city, borough, town, township, school, school district, or any other district in the state, for materials, supplies, or construction shall contain provisions by which the contractor agrees:

(1) That, in the hiring of common or skilled labor for the performance of any work under any contract, or any subcontract hereunder, no contractor, material supplier, or vendor, shall by reason of race, creed, or color, discriminate against the person or persons who are citizens of the United States who are qualified and available to perform the work to which such employment relates;

(2) That no contractor, material supplier, or vendor, shall in any manner, discriminate against, or intimidate, or prevent the employment of any such person or persons, or on being hired, prevent or conspire to prevent, any such person or persons from the performance of work under any contract on account of race, creed, or color;

(3) Any violation of this section shall be a misdemeanor; and

(4) That this contract may be canceled or terminated by the state, county, city, borough, town, school board, or any other person authorized to grant contracts

for such employment, and all money due or to become due hereunder, may be forfeited for a second or any subsequent violation of the terms or conditions of this contract.

#### LAWS 1957, CHAPTER 953:

**Housing.** Section 1. The legislature hereby finds and declares that practices of discrimination against any of its inhabitants because of race, color, creed, religion, national origin or ancestry are a matter of state concern, that such discrimination threatens not only the rights and proper privileges of its inhabitants but menaces and undermines the institutions and foundations of a democratic state. The legislature hereby finds and declares that discrimination or segregation in the sale, lease, sublease, use, occupancy, tenure, acquisition or enjoyment of property or housing accommodations because of race, color, creed, religion, natural origin or ancestry tends unjustly to condemn large groups of inhabitants to depressed and substandard living conditions which are inimical to the general welfare and contrary to our democratic way of life. The aforementioned practices of discrimination and segregation in the sale, lease, sublease, use, occupancy, tenure, acquisition or enjoyment of property, or housing accommodations because of race, color, creed, religion, national origin or ancestry are declared to be against the public policy of this state.

Sec. 2. The opportunity to buy, acquire, lease, sublease, occupy and use and enjoy property and to obtain decent living and housing accommodations without discrimination because of race, color, creed, religion, national origin or ancestry is hereby recognized and declared to be a civil right.

#### CHAPTER 363. MINNESOTA STATE ACT AGAINST DISCRIMINATION:

363.01. **Definitions.** Subdivision 1. Terms. For the purposes of this chapter, the words defined in this section have the meanings ascribed to them.

Subd. 2. Board. "Board" means the board of review appointed under provisions of this chapter.

Subd. 3. Commission. "Commission" means the State Commission Against Discrimination.

Subd. 4. Employment agency. "Employment agency" means a person or persons who, or an agency which regularly undertakes, with or without compensation, to procure employees or opportunities for employment.

Subd. 5. Labor organization. "Labor organization" means any organization that exists wholly or partly for one or more of the following purposes:

(1) collective bargaining;

(2) dealing with employers concerning grievances, terms or conditions of employment; or

(3) mutual aid or protection of employees.

Subd. 6. National origin. "National origin" means the place of birth of an individual or of any of his lineal ancestors.



Subd. 7. Person. "Person" includes partnership, association, corporation, legal representative, trustee, trustee in bankruptcy, receiver, and the state and its departments, agencies, and political subdivisions.

Subd. 8. Respondent. "Respondent" means a person against whom a complaint has been filed or issued.

Subd. 9. Unfair discriminatory practices. "Unfair discriminatory practice" means any act described in section 363.03.

Subd. 10. Discriminate. The term "discriminate" includes segregate or separate.

Subd. 11. Publicly assisted housing. "Publicly assisted housing accommodation" means a housing accommodation that is, or is located in a building:

(a) Situated on land owned or assembled into a parcel for housing accommodations by a governmental body;

(b) Upon which a commitment by a governmental body to guarantee or insure an acquisition loan is outstanding; or

(c) Subject to an outstanding secured or unsecured loan made, guaranteed, or insured by a governmental body for the purpose of financing the acquisition, construction, rehabilitation, repair, or maintenance of the building.

Subd. 12. Real property. "Real property" includes real estate, lands, tenements, and hereditaments, corporeal and incorporeal.

Subd. 13. Real estate broker or salesman. "Real estate broker or salesman" means, respectively, a real estate broker as defined by Minnesota Statutes, section 82.01, subdivision 4, and a real estate salesman as defined by Minnesota Statutes, section 82.01, subdivision 5. [Laws 1955, c. 516, § 3; Laws 1961, c. 428, §§ 1-3]

363.02. **Exceptions.** Subdivision 1. Employment. The provisions of section 363.03, subdivision 1, shall not apply to

(1) The employment of any individual

(a) by his parent, grandparent, spouse, child, or grandchild, or

(b) in the domestic service of any person;

(2) A person who regularly employs fewer than eight individuals, excluding individuals described in clause (1); or

(3) A religious or fraternal corporation, association, or society, with respect to qualifications based on religion, when religion shall be a bona fide occupational qualification for employment.

Subd. 2. Housing. The provisions of section 363.03, subdivision 2, shall not apply to:

(a) The rental of a portion of a dwelling containing accommodations for two families, one of which is occupied by the owner, or (b) the rental by an owner of

a one-family accommodation in which he resides of a room or rooms in such accommodation to another person or persons, or (c) the rental, lease or sale of a one-family dwelling, owner occupied, not defined as a publicly assisted housing accommodation. [Laws 1955, c. 516, § 4; Laws 1961, c. 428, § 4]

363.03. **Unfair discriminatory practices.** Subdivision 1. Employment. Except when based on a bona fide occupational qualification, it is an unfair employment practice:

(1) For a labor organization, because of race, color, creed, religion or national origin,

(a) to deny full and equal membership rights to an applicant for membership or to a member;

(b) to expel a member from membership;

(c) to discriminate against an applicant for membership or a member with respect to his hire, apprenticeship, tenure, compensation, terms, upgrading, conditions, facilities, or privileges of employment; or

(d) to fail to classify properly, or refer for employment or otherwise to discriminate against a member;

(2) For an employer, because of race, color, creed, religion, or national origin,

(a) to refuse to hire an applicant for employment; or

(b) to discharge an employee; or

(c) to discriminate against an employee with respect to his hire, tenure, compensation, terms, upgrading, conditions, facilities, or privileges of employment;

(3) For an employment agency, because of race, color, creed, religion, or national origin,

(a) to refuse or fail to accept, register, classify properly, or refer for employment or otherwise to discriminate against an individual; or

(b) to comply with a request from an employer for referral of applicants for employment if the request indicates directly or indirectly that the employer fails to comply with the provisions of this chapter;

(4) For an employer, labor organization, or employment agency to discharge, expel, or otherwise discriminate against a person because that person has opposed any practice forbidden under this chapter or has filed a complaint, testified, or assisted in any proceeding under this chapter;

(5) For a person intentionally to aid, abet, incite, compel, or coerce another person to engage in any of the practices forbidden by this chapter;

(6) For a person intentionally to attempt to aid, abet, incite, compel, or coerce another person to engage in any of the practices forbidden by this chapter;

(7) For any person, employer, labor organization or employment agency to wilfully resist, prevent, impede, or interfere with the commission, the board of review, or any of its members or representatives in the performance of duty under this chapter;

(8) For an employer, employment agency, or labor organization, before an individual is employed by an employer or admitted to membership in a labor organization, to

(a) require the applicant to furnish information that pertains to the applicant's race, color, creed, religion or national origin, unless, for the purpose of national security, information pertaining to the national origin of the applicant is required by the United States, this state or a political subdivision or agency of the United States or this state; or

(b) cause to be printed or published a notice or advertisement that relates to employment or membership and discloses a preference, limitation, specification, or discrimination based on race, color, creed, religion or national origin.

Subd. 2. Real property. It is an unfair discriminatory practice:

(1) For an owner, lessee, sublessee, assignee, or managing agent of, or other person having the right to sell, rent, or lease any real property, or any agent of any of these

(a) to refuse to sell, rent, or lease or otherwise deny to or withhold from any person or group of persons any real property because of the race, color, creed, religion, or national origin of such person or group of persons;

(b) to discriminate against any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons in the terms, conditions or privileges of the sale, rental or lease of any real property or in the furnishing of facilities or services in connection therewith; or

(c) in any transaction involving real property, to print, circulate or post or cause to be printed, circulated, or posted any advertisement or sign, or use any form of application for the purchase, rental or lease of real property, or make any record or inquiry in connection with the prospective purchase, rental, or lease of real property which expresses, directly or indirectly, any limitation, specification, or discrimination as to race, color, creed, religion, or national origin or any intent to make any such limitation, specification, or discrimination.

(2) For a real estate broker, real estate salesman, or employee or agent thereof

(a) to refuse to sell, rent, or lease or to offer for sale, rental, or lease any real property to any person or group of persons or to negotiate for the sale, rental, or lease of any real property to any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons, or represent that real property is not available for inspection, sale, rental, or lease when in fact it is so available, or otherwise deny or withhold any real property or any facilities of real property to or from any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons;

(b) to discriminate against any person because of his race, color, creed, religion, or national origin in the terms, conditions or privileges of the sale, rental, or lease of real property or in the furnishing of facilities or services in connection therewith; or

(c) to print, circulate, or post or cause to be printed, circulated, or posted any advertisement or sign, or use any form of application for the purchase, rental, or lease of any real property or make any record or inquiry in connection with the prospective purchase, rental, or lease of any real property, which expresses, directly or indirectly, any limitation, specification or discrimination as to race, color, creed, religion, or national origin or any intent to make any such limitation, specification, or discrimination;

(3) For a person, bank, banking organization, mortgage company, insurance company, or other financial institution or lender to whom application is made for financial assistance for the purchase, lease, acquisition, construction, rehabilitation, repair, or maintenance of any real property or any agent or employee thereof,

(a) to discriminate against any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons or of the prospective occupants or tenants of such real property in the granting, withholding, extending, modifying or renewing, or in the rates, terms, conditions, or privileges of any such financial assistance or in the extension of services in connection therewith;

(b) to use any form of applicant for such financial assistance or make any record or inquiry in connection with applications for such financial assistance which expresses, directly or indirectly, any limitation, specification, or discrimination as to race, color, creed, religion, or national origin or any intent to make any such limitation, specification, or discrimination.

(4) For any person

(a) to engage in any economic reprisal against any other person because that person has opposed any practice forbidden under Laws 1961, chapter 428 or has filed a complaint, testified, assisted, or participated in any manner in any investigation, proceeding, or hearing under Laws 1961, chapter 428;

(b) intentionally to aid, abet, incite, compel, or coerce any other person to engage in any of the practices forbidden by Laws 1961, chapter 428;

(c) to wilfully obstruct or prevent any person from complying with the provisions of Laws 1961, chapter 428 or any order issued thereunder, or to resist, prevent, impede, or interfere with the commission, the board of review, or any of its members or representatives in the performance of duty under Laws 1961, chapter 428; or

(d) to attempt directly or indirectly to commit any of the practices forbidden by Laws 1961, chapter 428. [Laws 1955, c. 516, § 5; Laws 1961, c. 428, § 5]

363.04. ~~State commission against discrimination.~~ Subdivision 1. ~~Creation, membership.~~ There is created a State Commission Against Discrimination, to consist of up to nine members, with at least one from each congressional district



of the state of Minnesota; and at least one of whom shall be an attorney at law, appointed by the governor with the advice and consent of the senate, for a term of five years to serve until a successor is appointed and qualified. The chairman shall be designated by the governor.

Subd. 2. Terms. To ensure a continuity of work, the initial appointments to the commission shall be: one member for a term of one year, two for a term of two years, two for a term of three years, two for a term of four years and two for a term of five years. All members shall serve until a successor is appointed and qualifies.

Subd. 3. Vacancies. A vacancy shall be filled by appointment by the governor for the balance of the unexpired term.

Subd. 4. Removal. Upon notice and hearing a member may be removed by the governor upon a finding of inefficiency, neglect of duty, misconduct or malfeasance in office.

Subd. 5. Traveling expenses. Each member of the commission shall receive reimbursement for necessary traveling expenses incurred on official business. Reimbursement shall be made in the manner provided by law for state employees. [Laws 1955, c. 516, § 6; Laws 1961, c. 428, § 6]

**363.05. Duties of commission.** Subdivision 1. Formulation of policies. The commission shall formulate policies to effectuate the purposes of this chapter and shall:

- (1) establish and maintain a principal office in St. Paul, and any other necessary branch offices at any location within the state;
- (2) meet and function at any place within the state;
- (3) appoint an executive director to serve at the pleasure of the commission and fix his compensation and prescribe his duties;
- (4) employ such attorneys, clerks and other employees and agents as it may deem necessary, to fix their compensation and prescribe their duties;
- (5) to the extent permitted by federal law and regulation, utilize the records of the department of employment security of the state when necessary to effectuate the purposes of this chapter;
- (6) obtain upon request and utilize the services of all state governmental departments and agencies;
- (7) adopt suitable rules and regulations for effectuating the purposes of this chapter;
- (8) issue, receive, and investigate complaints alleging discrimination because of race, color, creed, religion or national origin;
- (9) subpoena witnesses, administer oaths, and take testimony relating to the case before the commission, and require the production for examination of any books or papers relative to any matter under investigation or in question before the commission;

(10) attempt, by means of education, conference, conciliation, and persuasion to eliminate unfair discriminatory practices in all types of employment and housing accommodations as being contrary to the public policy of the state as stated in section 363.12;

(11) conduct, research and study discriminatory practices based on race, color, creed, religion, or national origin;

(12) publish the results of research and study of discriminatory practices based on race, color, creed, religion, or national origin when in the judgment of the commission it will tend to eliminate such discrimination;

(13) develop and recommend programs of formal and informal education designed to promote good will; and may make recommendations to agencies and officers of state or local subdivisions of government in aid of such policies and purposes in eliminating discriminatory practices based on race, color, creed, religion, or national origin; and

(14) make a written report of the activities of the commission to the governor each year and to the legislature at each session.

Subd. 2. Executive director, duties. To the extent determined by the commission and subject to its direction and control, the executive director may exercise the powers and perform the duty of the commission. [Laws 1955, c. 516, § 7; Laws 1961, c. 428, § 7]

**363.06. Grievances.** Subdivision 1. Complaint filing. Any person aggrieved by a violation of this chapter may file by himself, or his agent, or attorney a signed complaint with the commission, stating the name and address of the person alleged to have committed an unfair discriminatory practice, setting out the details of the practice complained of and any other information required by the commission. Any employer whose employees, or some of them, or any labor union whose members, or some of them, refuse or threaten to refuse to cooperate with the provisions of this chapter, may file with the commission a signed complaint asking for assistance by conciliation or other remedial action.

Subd. 2. Complaint, issuance by commission. Whenever the commission has reason to believe that a person is engaging in an unfair discriminatory practice, the commission may issue a complaint.

Subd. 3. Time for filing complaint. A complaint of an unfair discriminatory practice must be filed within six months after the occurrence of the practice.

Subd. 4. Inquiry into complaint. When a complaint has been filed or issued, the commission shall promptly inquire into the truth of the allegations of the complaint. If after the inquiry the commission determines that there is probable cause for believing that an unfair discriminatory practice exists, the commission shall immediately endeavor to eliminate the unfair discriminatory practice through education, conference, conciliation, and persuasion. If the commission determines that there is no probable cause for believing that an unfair discriminatory practice exists, the commission shall dismiss the complaint.

Subd. 5. Attempts to eliminate unfair practices. The commission, in complying with subdivision 4, shall endeavor to eliminate the unfair discriminatory practice at the place where the practice occurred, or the respondent resides or has his principal place of business.

Subd. 6. Publication of accounts of cases. The commission may publish an account of a case in which the complaint has been dismissed or the terms of settlement of a case that has been voluntarily adjusted. Except as provided in other sections of this chapter, the commission shall not disclose any information concerning its efforts in a particular case to eliminate an unfair discriminatory practice through education, conference, conciliation and persuasion. [Laws 1955, c. 516, § 8; Laws 1961, c. 428, § 8]

**363.07 Board of review.** Subdivision 1. Creation, membership, terms, vacancies. There is created a board of review. The board shall be drawn from a panel of 12 persons to be named and appointed by the governor with the advice and consent of the senate. Members on the board of review shall be apportioned so that each congressional district of the state of Minnesota shall have a minimum of one resident member on said board of review. At least four members of the panel shall be lawyers. For purposes of holding prescribed hearings, three persons, one of whom shall be a lawyer, shall be appointed from the panel by the governor and shall constitute and serve as the board of review. The governor shall designate a member of the board to serve as its chairman. No member of the panel of the board of review shall be a member of the commission. The term of office of each member of the panel shall be three years except that the terms of the members first appointed are: four for one year, four for two years, and four for three years. Members shall serve until a successor is appointed and qualifies. Vacancies shall be filled by the governor by and with the advice and consent of the senate.

Subd. 2. Removal of member. After written notice and a hearing, the governor may remove a member of the panel for inefficiency, neglect of duty, misconduct, or malfeasance in office.

Subd. 3. Compensation, expenses. Each member of the board shall receive \$25 per day while the board is in session and reimbursement for necessary expenses actually incurred on official business.

Subd. 4. Notice to governor. On failing to eliminate an unfair discriminatory practice in the manner prescribed by section 363.06, the commission shall notify the governor in writing of that fact, and request him to appoint a board of review to conduct a public hearing in the case.

Subd. 5. Hearings; powers. The board shall conduct a hearing at a place designated by it within the county where the unfair discriminatory practice occurred, or the respondent resides or has his principal place of business. It may subpoena witnesses, administer oaths, take testimony and require the production for examination of any books or papers relating to any matter under investigation or in question before the board. The board shall adopt and promulgate rules of practice to govern its hearings and it shall employ necessary assistants, fix their compensation, and prescribe their duties.

Subd. 6. Notice to commission of hearing; service of complaint, answer. The board of review shall notify the commission of the time and place of the hearing to be conducted by the board. Thereupon the commission shall issue and serve by registered mail upon the respondent a copy of the complaint and a written notice requiring the respondent to answer the allegations of the complaint at the hearing. The notice shall state the time and place of the hearing. Within fifteen days after receipt of the copy of the complaint and the notice, the respondent shall serve upon the commission, by registered mail, a verified answer to the complaint.

Subd. 7. Conduct of hearings. The commission shall submit evidence and present the case before the board in support of the complaint. The complainant shall appear in person at the hearing and is subject to cross-examination by the respondent, his attorney or agent. The respondent, his attorney or agent, may appear at the hearing, submit evidence, and present his case.

Subd. 8. Evidence receivable. The board of review shall not be bound by the strict rules of evidence that prevail in courts of law, but its findings must be based upon competent and substantial evidence. The board shall not receive in evidence any evidence pertaining to the efforts of the commission to eliminate the unfair practice through education, conference, conciliation, or persuasion. Each witness at the hearing shall testify under oath. All testimony and other evidence submitted at the hearing shall be recorded and transcribed. The board, at the request of the complainant or respondent, shall provide a copy of the transcript of the hearing without charge.

Subd. 9. Finding of guilty. If the board of review finds that the respondent has engaged in an unfair discriminatory practice, it shall make findings and shall issue an order directing the respondent to cease and desist from the unfair discriminatory practice found to exist and to take such other affirmative action as in the judgment of the board will effectuate the purposes of this chapter and shall serve the order on the respondent personally, and the commission and the complainant by registered mail.

Subd. 10. Finding of not guilty. If the board finds that the respondent has not engaged in an unfair discriminatory practice as alleged in the complaint, the board shall make findings of fact and conclusions of law and shall issue an order dismissing the complaint and shall serve it on the complainant personally, and the commission and the respondent by registered mail. [Laws 1955, c. 516, § 9; Laws 1961, c. 428, §§ 9-13]

**363.08. District court, review orders of board of review.** Subdivision 1. Institution of proceedings. Subject to subdivisions 2 and 3, the commission, complainant or the respondent may institute in the manner prescribed by subdivision 4 a proceeding in the district court for judicial review and enforcement of an order of the board.

Subd. 2. Time limit. Except for a proceeding by the commission to enforce an order of the board, a proceeding in the district court shall be instituted within 60 days after service of an order of the board.

Subd. 3. Jurisdiction. A proceeding under this section shall be instituted in the district court for the judicial district in which an unfair discriminatory practice covered by the order of the board occurred, or the respondent resides or has his principal place of business. The proceeding in the district court shall be de novo and the person complained against shall be entitled at his request to a trial by jury.

Subd. 4. Procedure. A proceeding under this section is instituted by:

(1) filing with the clerk of the district court a petition stating the relief requested and the grounds relied on for that relief; a transcript of the hearing held before the board, and a copy of the findings of fact, conclusions of law, and order of the board, and



(2) serving a proper notice of motion returnable at a special term of the court on the complainant, the respondent, and the commission.

Subd. 5. District court, exclusive jurisdiction. When a proceeding has been instituted under this section, the district court has exclusive jurisdiction of the proceeding and shall hear and determine the proceeding.

Subd. 6. Appearances in court action. The commission, complainant, respondent, and any person aggrieved by an order of the board may appear in the proceeding.

Subd. 7. Court determination. In a proceeding under this section, the district court shall determine whether the findings of the board are supported by competent and substantial evidence, and whether the order of the board is supported by the findings. The court may, in its discretion, remand the proceeding to the board for further hearing, or take additional evidence on any issue, or order a trial de novo to the court.

Subd. 8. Court's power to issue orders. The district court has power to grant temporary relief by restraining order or otherwise; to modify the order of the board in any particular; to order compliance with the order of the board; to issue its order modifying the order of the board and enjoining compliance therewith; to vacate the order of the board and dismiss the proceedings; or to make such orders in the matter as the interests of justice may require. [Laws 1955, c. 516, § 10; Laws 1961, c. 428, § 14]

363.09. **Violation of orders; citation for contempt.** Any person or party who or which shall wilfully violate any order of the district court entered pursuant to a proceeding under this chapter shall be cited to the district court for and as being in contempt. Procedure for review of the order shall not be deemed to be such wilful conduct.

Any person or party found in a proceeding before the district court to be in contempt shall be punishable under Minnesota Statutes, section 588.10, which provides for imprisonment for not more than six months, or a fine of not more than \$250, or both.

A proceeding under this section shall be commenced by the commission serving a notice of motion, and an order to show cause upon the respondent, and the complainant, and filing the same with the clerk of the district court of the county in which the aforementioned order is entered. [Laws 1955, c. 516, § 11; Laws 1961, c. 428, § 15]

363.10. **Appeal to supreme court.** The commission, or the respondent, may appeal to the supreme court as provided by Minnesota Statutes, section 605.09, clauses (2) and (7) from an order of the district court issued pursuant to section 363.08, subdivision 8. [Laws 1955, c. 516, § 12]

363.11. **Construction.** The provisions of this chapter shall be construed liberally for the accomplishment of the purposes thereof. Nothing contained in this chapter shall be deemed to repeal any of the provisions of the civil rights law or of any other law of this state relating to discrimination because of race, creed, color, religion or national origin; but, as to acts declared unfair by section 363.03, the procedure herein provided shall, while pending, be exclusive. [Laws 1955, c. 516, § 13]

363.12. **Declaration of policy.** Subdivision 1. As a guide to the interpretation and application of this chapter, be it enacted that the public policy of this state is to foster equal employment and housing opportunity for all individuals in this state in accordance with their fullest capacities, regardless of their race, color, creed, religion, or national origin, and to safeguard their rights to obtain and hold employment, housing, and other real property without discrimination. Such discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy. It is also the public policy of this state to protect all persons from wholly unfounded charges of discrimination. This chapter is an exercise of the police power of this state in the interest of the public welfare.

Subd. 2. The opportunity to obtain employment, housing, and other real estate without discrimination because of race, color, creed, religion, or national origin is hereby recognized as and declared to be a civil right. [Laws 1955, c. 516, § 1; Laws 1961, c. 428, § 16]

363.13. **Title.** This chapter shall be known as the Minnesota State Act Against Discrimination. [Laws 1961, c. 428, § 17] [Laws 1961, c. 428, § 18 reads: "This act as it relates to housing becomes effective December 31, 1962."]





Want more info. re public accomod.



L = League  
U = Unit  
M = member

General Position Chicago Defendants Age Mental States SCAD Pub. Accom.

L U M L U M L U M L U M L U M L U M

Rochester	50%	7	6	6	7	9	9	Educate public Those opposing change fear reduction of coverage rather than increase General feeling that age & sex shouldn't be barriers to employment
Roseville (98 members participating)	10 7	10 4	10	8	4 5 1	10	9 1	Want to make effective & strong also at the same time Strengthen by funds, incl. pub. account, age Want to see other than publicly assisted included (4 units) others not against extension, but want to see how this goes Age: take into account safety factors & prorated retirement & insurance Sex: more info. Confusion as to what funds
St. Anthony	22 [13] 1 5	24 [5] 4	13 (11 not voting)	25	21 6 2	18	28 1	"Private owners have a right to sell or decline to sell to any person. This privilege considered a right as a private citizen. Unanimous from all units"
St. Cloud	34 5	39	39	38	44 11 5	39	23 1	See act in operation before deciding to strengthen Age: contained measure of ability & efficiency No major statement is too general "presumption to disqualify to employment they should find"
St. Croix Valley	1	1	1	1	1	1	1	See how law works. If we introduce change, legislation might alter some benefits now in law. Feel Comm. needs money & more employees Want general statement of public accomod. law.
St. Louis Park (unit)	5	5	5	5		5	5	Age: Adjust re: insurance, retirement programs etc. More info re sex
St. Paul	7 6	7 2	6 1	7 3	6 5	11	10 1	LWD should support & strengthen new law with enforcement by SCAD Pub accomod. under commission & general law Majority: - unfair to discriminate on basis of age & marital status
Shoreview	21	18	17	14	3	20	18	Let Q 2. Confusing & unable to give good evaluation. Q 4-5. Support principle, but not ready to pass legislation
Silver Bay	7 17 (2)	15 10	14 10	24 1	25	18	10 9	Majority want stronger law. Work to put more teeth in it. Employ on merit (age & sex) but do something about pension & insurance plans to accomodate Common admin of pub. accomod. would result in more effective processing of complaints
South St. Paul	✓ ✓	✓	✓	✓	✓	✓	✓	See if present act is workable. Protect against weakening Q 3 - If we support choice only will be standing still
Virginia								
Wagzate	1		1			1	1	See how law works before change. Want some protection for small business as FEP protects small employer. Want integration of minorities. Feel small business might be forced to sell all homes to minority resulting in segregated neighborhood. Want updated pub. accomod. law, comm. enforced. Age & sex: up to employer. Matter for educ. not legislation. Let laws in 1, 2, 3 must be accompanied by education & therefore funds
Wells	11 1	11 1	12	12	10 1 1	12	11 1	Test act & strengthen in the future. Make most of it now as educational measure. Let need for age amendment, but more conflicted about marital status
White Bear Lake West St. Paul	37 12 8	40 5 8	45 2 8	55 2	12 24 19	47 1 7	53 1 3	Unanimous support for SCAD Some reservations in 2 & 3 Long reason for refusal could be interpreted as discrim. An employee has right to know marital status of potential employer Strong for age law. Adequate funds for comm. enforcement strongly stressed. Like Pub. accomod. under SCAD if adequate funds
West St. Paul White Bear Lake	3 1	4+ 4	5 4	5 4	3 5 4	5 5	5 5	See how law works before change Approve age law, but more qualified yes on marital status. Let it's hard to write such a law (sex) & protect employee Unanimous support for SCAD. Update Pub. accomod. law as well as enforce by comm.
* Willmar	10	10	12	7 2	3 3	12	1	Let training law is realistic Let age & marital status questions too generally stated Want funds for SCAD to be effective
Winthrop	1	1	1		1		1	Let more info needed re age.
	1	1	1			1	1	Don't feel we can legislate age & sex Want adequate funds but emphasize possibility of volunteer help by interested citizen

16	54 <sup>32</sup>	13	54 <sup>30</sup>	17	41 <sup>32</sup>	13	54 <sup>30</sup>	11	41 <sup>35</sup>	10	61 <sup>39</sup>	15	12 <sup>34</sup>
9	22 <sup>14</sup>	2	13 <sup>14</sup>	5	5 <sup>17</sup>	1	11 <sup>54</sup>	3	23 <sup>19</sup>	0	1 <sup>3</sup>	1	2 <sup>34</sup>
0	7 <sup>21</sup>	4	19	0	3 <sup>32</sup>	5	6 <sup>21</sup>	6	4 <sup>62</sup>	0	2 <sup>19</sup>	2	5 <sup>13</sup>
16	75 <sup>35</sup>	18	76 <sup>31</sup>	17	73 <sup>34</sup>	14	76 <sup>40</sup>	11	53 <sup>35</sup>	51	97 <sup>48</sup>	19	91 <sup>37</sup>
9	41 <sup>18</sup>	3	22 <sup>14</sup>	6	9 <sup>17</sup>	1	17 <sup>10</sup>	4	32 <sup>15</sup>	0	3 <sup>3</sup>	1	2 <sup>47</sup>
0	2 <sup>21</sup>	0	6 <sup>31</sup>	0	5 <sup>32</sup>	5	13 <sup>33</sup>	6	17 <sup>12</sup>	0	3 <sup>19</sup>	2	8 <sup>65</sup>

19  
League



[illegible]



League of Women Voters of Minnesota, 15th & Washington S.E., Minneapolis 14, Minn.  
February 1962

COMPLIMENTARY LIST FOR RECENT STATE LWV PUBLICATIONS

"Commentary on Minnesota State Constitution"

Governor's Committee for Constitutional Revision

Dr. Ralph Fjelstad, Carleton College, Northfield; District Judge Robert Gillespie, Cambridge; Scott Johnson, Hamline University, St. Paul; Sen. Thomas P. Welch, Buffalo; Sen. Stanley Holmquist, Grove City; Rep. Robert Kucera, Northfield; Rep. Leo Mosier, Minneapolis; Albert M. Marshall, Red Wing; Mrs. Malcolm Hargraves, Rochester; Charles Clay, Minneapolis; Dr. John Cound, University of Minnesota; Dr. Robert McClure, University of Minnesota; Mrs. Kenneth Sigford, St. Paul; Mrs. Donald Guthrie, Mahtomedi; Mrs. Gordon J. Grunditz, Richfield; Dr. G. T. Mitau, Macalester College, St. Paul, and Mrs. Frank A. James, St. Louis Park.

"Problems of Discrimination"

Fair Employment Practices Commissioners

William E. Cratic, Minneapolis; Glenn Chinander, Newport; M. J. Daly, Belle Plaine; John W. Evans, Montevideo; Arthur N. Goodman, St. Paul; The Venerable Frederick F. Kramer, Bemidji; Mrs. F. Rodney Paine, Duluth

Chairmen of Citizens Committee

MacLay Lyon and O. Russell Olson, Albert Lea; Mrs. H. O. Galstad, Austin; Joseph Chamernick, Hibbing; Mrs. Kent Rogstad, Detroit Lakes; Mrs. Thomas C. Muff, Eveleth, Robert B. Manning, Fairmont; Rev. Arthur L. Rustad, Faribault; Philip M. Kjaglien, Fergus Falls; John W. Evans, Montevideo; Henry Peterson, Moorhead; Mrs. John Hammel, Owatonna; Miss Natalie B. Nelson, Rochester; Jerome L. Burnett, St. Cloud.

Legislators

Reps. Latz, McGowan, Franke, Klaus, Wendell Anderson; Senators Fraser, Zwach, Lew Larson

Governor's Human Rights Commission

5 copies for use of Commission sent to chairman, Mrs. Wright W. Brooks, Minneapolis

Readers

Dr. Robert McClure, University of Minnesota; Ernest Copper, St. Paul Urban League; James McDonald, FEPC executive director



"Proposed Amendments to Minnesota Constitution 1962"

Legislators where there are no local Leagues - 20 Senators and 42 Representatives  
Senators Wright, Rosenmeier, Novak and Representatives Noreen, ~~Cina~~, ~~Dinlam~~, Wozniak  
It is most important that your own legislator receive a copy of this material.

Newspapers

St. Paul Pioneer Press, Appleton Press and Swift County Monitor, Cloquet Pine Knot,  
Mankato News, Waseca Herald, Grand Rapids Herald-Review, Hastings Gazette, Marshall  
Daily Messenger, Crookston Daily Times, Montevideo American and News, Suburban Press.

Government Officials

Governor, State Treasurer, State Auditor, Attorney General, Commissioner of  
Business Development, Executive Secretary of State Board of Investment, Commissioner  
of Administration, Assistant Secretary of State

University of Minnesota

Regents Charles W. Mayo, Rochester; Mrs. C. E. Howard; Daniel C. Gainey, Owatonna;  
Richard L. Griggs, Duluth; Bjarne E. Grottum, Jackson; Robert E. Hess, St. Paul;  
Fred J. Hughes, St. Cloud; A. I. Johnson, Benson; Lester A. Malkerson, Minneapolis;  
A. J. Olson, Renville; Otto A. Silha, Minneapolis; Herman F. Skyberg, Fisher

Vice President Stanley J. Wenberg and Professors Harold Chase and ~~Chas.~~ Backstrom

AAUW - Mrs. Harris G. Guasman, Morris

Minn. Feder. of B & P's - Natalie B. Nelson, President, Rochester

United Church Women of Minnesota - Mrs. Wright Brooks, President, Minneapolis

Minn. Chamber of Commerce - Neil Hartliep, President, Montevideo

D.F.L. State Chairman, George Farr, Minneapolis

Farmers Union - Clinton Hess, St. Paul

Farm Bureau, Verlon Welch, St. Paul

League of Minnesota Municipalities - Orville Peterson

Minn. Assn. for Mental Health - York Langton, President, Minneapolis

Minn. Congress of Parents and Teachers - Mrs. J. R. Hedin, Two Harbors

Minn. Federation of Labor - Robert Hess, St. Paul

Minn. Federation of Women's Clubs - Mrs. Stanley Newhall, Owatonna

Minn. Employers Assn - Otto F. Christenson, Vice President, St. Paul

Minnesota Education Assn - A. L. Gallop, Executive Secretary, St. Paul

Minn. State Bar Assn. - Thos. C. Myers, Executive Secretary, Minneapolis

Minn. Taxpayers Assn. - Harold T. Miller, Asst. research, St. Paul

Republican State Central Committee - Robert A. Forsythe, Chmn., St. Paul

Supervisor of School Libraries - Miss Ruth Ersted, St. Paul

Macalester College - Dr. G. T. Mitau, St. Paul

Minn. Junior Chamber of Commerce - Bert Jones, President, St. Louis Park

Committee for Amendment #2 - Mrs. Charles Hymes, Co-Chairman, Minneapolis

Strengthening  
Albert Lea

How  
Age, sex, gen. public accom., funds  
personnel

Wait and see

Arden-Hills  
Arden Hills

only seemed to support public accom  
and SCAD as originally set up-very  
weak.

*all* Bloomington

majority wanted all housing included

Brooklyn Center

funds, personnel, age, equal pay for  
equal work

Crystal

willing to support in present form  
to evaluate effectiveness

*all* Deephaven

include owner-occupied homes & those  
with private loans

separate commission for public  
accommodations unless SCAD has  
more funds and personnel

Duluth

*all* Excelsior

include all housing enforce.  
public accommodations *eliminate  
pay trials*

Edina-hold the line with preser

Falcon Heights

Faribault

Funds, enforcement, public accom

Fergus Falls

*all* Fridley

All types of loans and selling  
broad gen. pub accom. 86m. enforced

Mahtomedi

Maplewood

"Significant minority" wanted  
to strengthen immediately to  
include owner-occupied homes

Minneapolis

Moorhead

Act too weak also strengthen  
public accom.

New Ulm?

Must continue to accomplish  
ideal ?

✓ Owatonna

Extension of coverage

enforcement of public acc.

Richfield

Robbinsdale

Rochester(?)

concern by some members that  
coverage would be reduced

*all* Roseville

Include all housing, funds  
strengthen pub accom

Strengthen

How

Wait and see

St. Cloud

St. 6Roix Valley

St. Paul

Should enforce and stren under SCAD  
only one unit wanted to include all  
housing. Rooming housing on campus  
should come under

Silver Bay

More teeth into law better enforcement  
of pub' accom

~~St. St. Paul~~

So. St. Paul

Wayzata

EWells

Strengthen in future

White Bear Lake ? Restraining order, accompanying bond



Approve Housing	Age	Marital Status	SCAD	Public Accom.	Strengthening
Albert Lea	x	x	x	x	
Austin			x	x	
Bloomington	x				

Discrimination

Leagues not taking consensus

Anoka	Hopkins
Battle Lake	Mound
Bemidji	North St. Paul
Columbia Hgts	Olivia
Virginia	

St. Louis Park only five members of one unit took part

Alexandria reported "No consensus, not ready"

Where mentioned, numbers of League taking part:

Arden Hills-44	Silver Bay-25
Bloomington-44	Wells-12
Brainard -12	White Bear Lake-55
Crystal 22	Willmar 12
Excelsior-22	
Faribault-18	
Fridley-42	
Hibbing-26	
Maplewood-42	
Owatonna-31	
Robbinsdale-25	
St. Anthony-29	
St. Cloud-49	
Shoreview-21	



# Women in the Labor Force ①

League	Wages	Pay	Hiring Promotion	Employee - Employer protected	Comments
Albert Lea	Yes - standardize	Yes	no	Yes - generally	"Woman has her own role to play in society, it not being to compete with <del>the</del> male in the world of business and finance" Hard for legis to protect employee against subtle discrimination. Concern about equal opportunity for college educ.
Remidji	Yes	Educate before legislate	no	only If enforcement machinery is adequate	
Bloomington "Confused consensus sheet - called Pat divide - "no" rep. her oral report to me"	no	no	no	no	"Very little interest was shown because they felt the LWF had more important work to do"
Brooklyn Center	Yes - 27 No - 7	Yes - 14 No - 21	Yes 10 No 23	Yes 11 No 23	Strong for adequate minimum wages. Pay & hiring - too many loopholes, better training & education needed, too socialist. Limit as to what industry should be told to do. An employer should not be forced to have promotions on someone else's standards. <del>Committee</del> didn't feel membership knew much about how this league could work
Cass Lake	Yes (Strong)	Yes (Strong)	no*	no Emphasized enforcement method	* It is the responsibility of the individual to qualify herself for a job and for promotion. She should not expect special dispensation because she is a woman, i.e. - refusal to move to or work in a different city ... Taking advantage of a training program and then quitting. We do not favor



	Wages	= Pay	Hiring Promotion	Protestations in days?	(2)
Aluluth 14 units	no (minority favored)	yes (strong)	no (strong)		<p>Legislation on this question. Women in college and in training classes should be inculcated with a sense of responsibility toward their jobs and employers.</p> <p>Our units were strongly against legislation in the hiring and promotion areas as they felt this might be classed as discrimination against employers.</p>
Kedina	yes <sup>(1)</sup>	No <sup>(2)</sup> (strong)	No (strong)	No (3)	<p>(1) must first comprehensive &amp; periodic review of present law, updating in line with cost of living index, more rigorous enforcement of present laws. Only after this, legislate.</p> <p>(2) Progress being made. Most women, in a desire to retain their 'femininity', would not wish to <u>really sacrifice</u> what it would take to be treated with absolute equality with men. Most employers recognize this, must cope with it, and should not be harassed by it, through additional legislation...</p> <p>(3) Majority felt that there were clear-cut instances in which govt and legislation could well "keep out of the hair" of business, since Labor Unions were already very active in this area. Minority: FE P principles apply here.</p>
Galcom Legats 25 members	Yes	no *	No	No	Educate. * Minority agree with principle, but question how

	Wages	= Pay	Hiring Promotion	Protection of Employee & Employer	(3)
Larichault					Legis. is only a partial solution if inequities are present. The greater problem is education of the employer and employee regarding laws concerning discrimination. Also - discr. more of a problem in promotion and wages than in hiring.
Lergus Falls					There was no clearcut consensus of opinion on the question of discrimination against women in the matter of "equal pay for equal work". Many members noted the fact that women have special privileges too.
Lridley	no	no	no	no	Too many factors that were not at all constant in the employment of women.
Granite Falls	no	no	no	no	Does not favor inclusion of sex in discrimination laws. Educate instead. Has been improvement.
Maplewood	yes	no	no	no	Some proper education - One group felt women office workers are underpaid but "women working in a factory, their type of work require little training or none. Most of these women are paid too high a wage". Saleswomen underpaid.
Minneapolis 25 of 43 units	yes	split	no strong		education re hiring. Minimum wage should be strong & fixed. Note apathy. Needs study by experts - not us - as to effects on character, emotionality of women, whether men present women, etc.

	Urgency	Pay	Hiring Promotion	Protection in legislation	Comments
Red thing	yes (standardize)	yes (strong)	no - (1)	no	(1) Concern for employer to be able to hire a man who (a) could represent the firm on the golf course, at organizations, etc (b) could, with his family, become a part of the community, support a church, pay taxes, etc. and (c) could carry out the waste basket at the end of the day; i.e., do additional tasks a woman would not or could not do. Why are women content to work for so little?
Richfield	maybe	maybe	no	no	Interested in education. Concerned about rights of employers.
Robbinsdale	yes	yes	yes		But need education too.
Roseville (34 members)	yes	yes	no*	yes -	Subjective question. An employer should be allowed to choose a man over a woman no matter what his reasons may be - but once he has hired, he should give equal treatment.
St. Anthony 3 units	no	no	no	no -	Women must prove themselves. Public pressure on women to care for the aged and children. Women's first duty is to their home. Homemakers need not feel neglected or wasted. She can do volunteer work, attend adult classes, workshops, etc. She should educate society as to the role of women. Mothers influence can stabilize the home. Since women aren't main wage earners usually, no need for legislation.



	Charges	Pay	Hiring Promotion	Protection in legis	Comments
St. Louis Park	Yes	Yes	Yes -	No	Legis. not final answer. There would be loopholes, but would be step forward.
St. Cloud	Yes (1)	Yes (1)	no (2)	no (2)	(1) but need good enforcement. (2) educate not legislate
St. Paul (12 units) of 23	Yes	Yes	No	Yes.	Present laws should be enforced public should be educated.
Sioux Bay	Yes	split	No	No	Breadth of problem. Too many factors involved. Education of employer.
White Bear	Yes standards	split	No	No	Most involved in consensus aren't working women. Presumptuous to propose solution. Don't encourage women with small children to work (unit). Educate re hiring.
Willmar	Yes	Yes	split	No	
25 LWW's	17 yes 5 no 3 - undecided	10 yes 9 no 6 - split	20 no 2 yes 3 split	3 yes 15 no 2 qualified 5 - no answer	<u>NOTE:</u> These comments are not exhaustive. Where the comment merely reinforced the yes or no response, but did not indicate a clarification of attitude, I didn't record it. Member responses must be combined with comments to get a picture of consensus.

5327 = number of members in state

3339 = number of members represented by Legues replying.

## PUBLIC ACCOMMODATIONS

	<u>Statutes</u>	<u>Commission Administration</u>
Massachusetts	1865	1950
New York	1874	1952
Kansas	1874	
Connecticut	1884	1949
Iowa	1884	
New Jersey	1884	1949
Ohio	1884	
Colorado	1885	1957
Illinois	"	
Indiana	"	
Michigan	"	
Minnesota	"	
Nebraska	"	
Rhode Island	"	1952
Pennsylvania	1887	1961
Washington	1890	1957
Wisconsin	1895	
California	1897	
Oregon	1953	1957
Montana	1955	
New Mexico	1955	
Vermont	1957	
Maine	1959	
Alaska	(Came to statehood with such legislation)	
Idaho	1961	
North Dakota	1961	
Wyoming	1961	
New Hampshire	1961	

\* \* \* \* \*

## FAIR EDUCATIONAL PRACTICES

	<u>Specific Constitutional Prohibition</u>	<u>Statutory Prohibition</u>	<u>Fair Education Laws with Administrative Agency</u>
Colorado	X		
Idaho	X		
New Jersey	X		1949 Div. Ag. Disc. Dept. of Education (overall agency)
Washington	X		
Connecticut		X	
Illinois		X	
Indiana		X	
Massachusetts		X	1949 (Board of Education) 1956 (Mass. Comm. Ag. Disc.)
Michigan		X	
Minnesota		X	
New York		X	1948 (NY Dept of Educ.) 1961 (FEPC)
Pennsylvania		X	
Rhode Island		X	
Washington		X	1957 (St. Bd Ag. Disc.)
Wisconsin		X	
Oregon		X	1957 (Bureau of Labor overall state ag.)

## FAIR EMPLOYMENT PRACTICES

	<u>Legislation</u>	<u>Commission Name</u>
New York	1945	SCAD
New Jersey	1945	Division Against Discrimination, Department of Education
Massachusetts	1946	FEPC
Connecticut	1947	Interim Commission
New Mexico	1949	FEPC
Oregon	1949	Bureau of Labor
Rhode Island	1949	Commission Against Discrimination
Washington	1949	State Board Against Discrimination
Michigan	1955	FEPC
Minnesota	1955	FEPC
Pennsylvania	1955	FEPC
Wisconsin	1957	FEP Division, Wisc. Industrial Comm.
Colorado	1957	Anti-Discrimination Commission
California	1959	FEPC
Ohio	1959	FEPC
Alaska (Statehood 1959) (legis. 1953)		Commissioner of Labor, FEP Law
Delaware	1960	FEP Law, Department of Labor
Kansas	1961	Kansas Commission on Civil Rights
Illinois	1961	
Missouri	1961	

\* \* \* \* \*

FAIR HOUSING LEGISLATION  
With Administrative Enforcement

	Public Housing	Urban Renewal	FHA & VA	Private Housing	Real Est. Agents	Mortgage Lenders	Advertising Agency	Off. Enforcement
California	X	X	X		X			X
Colorado	X	X	X	X	X	X	X	X
Connecticut	X	X	X	X	X	X		X
Indiana	X	X						
Massachusetts	X	X	X	X	X	X		X
Michigan	X				X *			
Minnesota **	X	X	X	X	X	X	X	X
Montana		X						
New Hampshire	X			X				
New Jersey	X	X	X	X	X	X	X	X
New York	X	X	X	X	X	X	X	X
Oregon	X	X	X	X	X		X	X
Pennsylvania	X	X	X	X	X	X	X	X
Rhode Island	X							X
Washington	X	X	X			X	X	X
Wisconsin	X	X						

\*By ruling of the Michigan Corporation and Securities Commission.

\*\*Minnesota's FH law becomes effective Dec. 31, 1962.

NOTE: Illinois prohibits restrictive covenants on urban redevelopment land  
Kansas and Alabama prohibit racial zoning.



*Robert H. Williams*  
*Miss*  
Mrs Franz J. F. Gayl  
327 Forest Avenue  
Minneapolis 3, Minnesota

*File*  
Mrs. Harold J. Watson  
2140 West Hoyt Ave.  
St. Paul 8, Minnesota

January 30, 1962

Dear Mrs. Gayl:

Thank you for your letter of January 10, 1962. I agree that Mrs. Kanatz did a fine job of compiling this material. I will try to answer your questions in order.

1. Regarding whether we can take a position on the act creating SCAD before its effectiveness can be evaluated, it is consistent with League procedure to consider a law before it has gone into effect. Often we take a position on a principle before it is embodied in any law and work toward the passage of bills which we hope will accomplish our purposes. Later, of course, we are interested in evaluating the effectiveness. The expressed purpose of setting the effective date of this act on December 31, 1962, was to give the public time to become acquainted with the law. Therefore we can be of service in giving our membership undistorted information regarding it. I think we can ask after study whether we feel the act will be adequate or whether it should be strengthened or weakened.

2. I talked with Vi Kanatz regarding this point. She agreed that we hadn't been able to include much material re age, sex and marital status. She hoped more information could be provided if the membership showed an interest in including these factors in our stand - the law now covers race, religion and national origin. However, there are two other things to keep in mind. First, our original League position stood for employment on merit, and when the FEP law was passed, we altered it to support of the commission. Now perhaps we should define for ourselves just what we intend by "employment on merit." Second, two sessions ago, bills regarding both age and marital status were introduced in the legislature as amendments to FEP law. In 1961, an age amendment was unanimously passed by the House toward the end of the session. In the Senate, it was referred to committees and didn't get to the floor before the close of the session. However, in the committee hearings which I attended only one person (out of a number of representatives of employers, labor unions and fraternal organizations) argued against the bill. It is because of the likelihood that these factors will be introduced again as amendments to SCAD that we feel we would like you to consider them. At present, neither state nor local FEPCs can assist a person discriminated against on the basis of age, sex, marital status, or any factor other than those specified in the law.

3. Exempted under the law are single family dwellings, owner occupied, which are not publicly financed. New, unoccupied, private housing

would be covered as would housing in which the owner did not reside, e.g., if you decide to sell a house you are now renting to a tenant.

4. You are correct that "district attorneys" should have read "county attorneys" on page 16. In Race Relations and American Law, Columbia U. Press, N. Y. 1959, pp. 15-17, Jack Greenberg discusses techniques of enforcement. The method and vigor of enforcement is an important consideration in laws regarding discrimination. I recommend these pages to you. He deals, of course, with states in general, not specifically with Minnesota. The criticism I have heard of the enforcement of the Minnesota public accommodations law is that the minority person is usually interested in getting service, of eating or sleeping, and that if he is turned away, he tends simply to go somewhere else. Usually he is not litigious, and he makes no issue of it. Greenberg deals with three types of enforcement: 1. criminal prosecution, 2. private civil suit for damages or injunction by an aggrieved person, and 3. administrative or injunctive implementation by public officials. In all three techniques, the vigor of enforcement must be considered. #3 has the advantage of the government agency's being able to initiate action where the citizen might avoid it, while in #1 "the burden is on the minority group member to persuade the prosecutor or grand jury to act, and they, at the same time, are preoccupied with the more traditional crimes against the person or property." On the other hand, a weak administrative agency may be relatively ineffective while a criminal statute, consistently enforced, will be productive. Thus, although the League has stood for the educational and conciliatory aspects of administrative enforcement of the FEP law, we must evaluate the strength of the agency and consider whether other civil rights problems are amenable to this type of enforcement.

I hope these comments answer your questions. If you wish for further clarification or disagree with this discussion, please let me know.

Sincerely,

*Marion Weston*  
Chairman, State CA II  
League of Women Voters of Minnesota

*File*

March 26, 1962

Mr. L. W. Nelson  
Minneapolis Home Builders Association  
North American Life Building  
1750 Hennepin Avenue  
Minneapolis 3, Minnesota

Dear Mr. Nelson:

Thank you for your letter of March 20, 1962, in which you set forth the opinions of the Minneapolis Home Builders Association on the subject of the housing amendment to the Fair Employment Practices Law.

I am sending you a copy of our publication, "Problems of Discrimination." On pages 9 - 13 of this pamphlet, you will find a summary of the positions supporting and opposing legislation as voiced in the Legislative Interim Commission on Housing Discrimination and Segregation Practices of 1957. A discussion of the constitutionality of such laws appears on pages 21 - 23.

As local Leagues have studied this question throughout the state, their reports indicate that they have consulted real estate groups as well as legislators and human relations organizations. Our principles include working to eliminate discrimination. Our organization can be a powerful educational force in this direction. We understand the fear of the real estate business that they may pay the price of popular prejudice.

Although we observed hearings in the 1961 Legislative Session, the League of Women Voters took no position on the housing amendment. Whether we do so in the future will depend upon the consensus of opinion of members of this organization following study of both sides of the question.

We appreciate having your point of view.

Sincerely,

*Robert  
Williams*

Mrs. Harold Watson  
Chairman  
State Current Agenda Item II



4/23/6~

Sent to all except:

Berdie

KG Brown

Eddie

Baumann

Add:

Miss Juanita Zehnder

~~2117~~ 2117 Gordon Ave.

Mi 4-1822

TO: State Item II Committee

FROM: *Marion Watson*  
Marion Watson )

RE: *Future plans for this committee*

We met April 10, 1962, in the state LWV office to make plans for the State Council, May 16 and 17. ~~xxxx~~ Present were:

Joyce Aschenbrenner  
Liz Ebbott  
Lil Jensen  
Josie Johnson  
Vi Kanatz  
Marion Watson  
Katie McWatt

Enclosed you will find the questions we are sending out for consideration before the workshop. Item 'II's schedule will be tight. We will have consensus returns from all local leagues by May 8. A subcommittee will tabulate results that evening for the May 10 State Board meeting. The Board will then evaluate the results.

On May 16, we have 25 minutes on the program to describe our progress this year. We hope to include a brief history of the item and to review the direction from the 1961 convention regarding housing and employment and the special problems of the Minnesota Indian. We will present the results of consensus and outline what this means in terms of action.

May 17, the whole Council will be divided into three groups, and three workshops will be given to each group. So we will present our discussion three times. Two committee members will project ~~xxxx~~ some of our ideas for the first ten minutes, and the remaining 25 will be left for ideas and questions from the group. (Total time: Apporx. 35 min) Out of this will come direction for study and action for next year.

Next year there will be three functions for this committee.

1. Further study of problems of discrimination in areas where our information was insufficient for a clearcut decision.
2. An action program based upon this year's consensus.
3. Study of special problems of the Minnesota Indian.

I hope to divide the Item II Committee into two subcommittees---one to handle parts 1 and 2 above and the other to launch the study in 3. Will you let me know which section you are interested in joining? Also will you tell me if you know of any Leaguer who is particularly knowledgeable about or interested in Indian problems and who might enjoy working on this committee? The Indian problem promises to be complex though fascinating.

We will have one more meeting of the whole committee before Council. The Indian committee will meet separately to develop our concept of the study a little more fully. The tabulating committee will meet at my home, May 8, at 8:00 P.M.

We have a good start on this two year job. Excelsior! and all that.

*(enclose workshop questions)*

League of Women Voters of Minnesota, 15th & Washington S. E., Minneapolis 14, Minn.  
April 1962

042462CC

TO: Delegates to State Council

FROM: State Current Agenda Item II Committee

RE: Workshop Plans for State Council

The morning of May 17 is the time for evaluating Current Agenda II: "The LWV of Minnesota will continue its support of the principle of employment on merit and will study other problems of discrimination." The 1961 Convention directed specific consideration of employment, housing and the special problems of the Minnesota Indian. This is your chance to express your ideas regarding the future of this item. The workshop is planned as a discussion group out of which will come direction from you for next year. Your Committee submits the following questions for your consideration between now and then and hopes you will add to this list from your own experience with this year's study.

1. Problems of Discrimination was necessarily brief. Do we need to amplify parts of it? Do you feel informed re age and sex in employment, for example?
2. Consensus will be announced at Council. On the strength of the consensus in your own League, will you consider how we can take our program to the community? How can we cooperate with other organizations?
3. What distinguishes Indians from other minorities? What are their special problems?
4. What is the function of the LWV in an area where there is no "common goal"? Is it within the province of the LWV to make policy decisions regarding, for example, termination of reservations, self-determination, perpetuation of Indian culture, or the "proper" roles of federal, state and local government in dealing with Indians?
5. Are there areas of agreement among Minnesota Indians regarding their own goals? Is this information accessible to us?
6. Is there specific information about Indian problems that you can contribute from your local experience? How is the Indian situated in your community?
7. What materials and services would you like to have made available by your state League?



CONSENSUS ON ITEM II  
Problems of Discrimination  
May 1962

Number of Replies - 51  
Numbering Answering Questions - 50  
Number "not prepared" - 1 (Alexandria)

CODE: L - League  
U - Unit  
M - Members

1. General Position:

	<u>L</u>	<u>U</u>	<u>M</u>
Make it effective	16	75½	355
Work to strengthen	9	41½	118
Work to repeal	0	2	31

2. Coverage:

	<u>L</u>	<u>U</u>	<u>M</u>
Oppose changes	18	76	318
Extend	3	22	141
Curtail	0	6	31

3. Definitions of Unfair Practices:

	<u>L</u>	<u>U</u>	<u>M</u>
Oppose change	17	73	343
Extend	6	9	77
Curtail	0	5	32

4. Age Amendment:

	<u>L</u>	<u>U</u>	<u>M</u>
Yes	14	76	402
No	1	17	70
Undecided	5	13	33

Comments:

Need law to ensure employment on merit - 15  
Adjust insurance, pension, health, profit sharing plans - 12  
Need more information - 5  
Educate, don't legislate - 5  
Infringes on employer rights - 3  
Hard to prove and enforce - 1  
Age and sex not matters of discrimination - 1

5. Marital Status:

	<u>L</u>	<u>U</u>	<u>M</u>
Yes	11	53	285
No	4	32	151
Undecided	6	17	72

Comments:

Infringes on employer rights - 6  
Should be thought of in terms of equal pay for equal work - 6  
Employ on merit, contributions of skills needed - 7  
More information needed - 6  
Educate, don't legislate - 6  
Breadwinner problem - 3

## 6. SCAD:

	<u>L</u>	<u>U</u>	<u>M</u>
Support and funds	21	97	483
Repeal	0	3	3
Undecided	0	3	19

## Comments:

Strengthen after seeing law in operation - 26 Leagues

More funds and personnel - 24 Leagues

## How to strengthen:

Include all housing - 7

Include owner occupied and privately financed housing

Stress better enforcement

Trial de novo eliminated - 2

Eliminate jury trials

Restraining order and accompanying bond

Rooming houses on campus, owner occupied, included

## How to curtail:

Concern for loss of property rights or homeowner's freedom - 4

Protection for small builder similar to protection for small employer in FEPC

## 7. Public Accommodations, Commission Enforced:

	<u>L</u>	<u>U</u>	<u>M</u>
Yes	19	91	376
No	1	2	47
Undecided	2	8	65

## Comments:

Stress SCAD enforcement - 11

Need public accommodations law written in general terms - 9

Doesn't need commission enforcement - 2

Need more information - 2

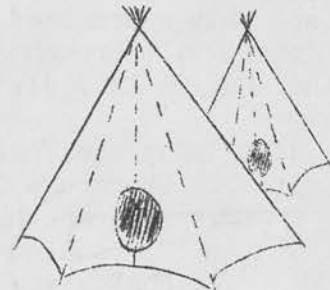
Have a separate commission unless funds are adequate - 1

## Analysis of Returns by Geographical Area:

	<u>Support</u>	<u>Support and Strengthen</u>	<u>Repeal</u>
Minneapolis-St. Paul	2	2	(2 units)
Suburbs	20	13	2
Outstate	19	10	0

Mrs. Harold Watson  
Chairman, Item II

OUTLOOK FOR WORK  
ON STATE ITEM II  
1962 - 1963



Chairman: Mrs. Harold J. Watson  
2140 West Hoyt, St. Paul 8  
Telephone: MI 5-3004

"The League of Women Voters of Minnesota will continue its support of the principles of employment on merit and will study other problems of discrimination."

Direction from the 1961 Convention was primarily toward problems of housing and employment and the special problems of the Minnesota Indian.

PART I

Yesterday we studied problems of discrimination in general, which included a review of existing legislation and an exploration and definition of the role of state government. Our official position today is:

"The League of Women Voters of Minnesota opposes discriminatory practices which deny rights to any citizen on the basis of race, color, creed, national origin or age. Antidiscrimination legislation, enforced by commission administration, is a necessary means of eliminating such discrimination. We support the present legislation regarding employment, real property and public accommodations as partially achieving this end."

Where will we go tomorrow? First, of course, we want to implement this position. For you, this means community education. Lists of available materials were provided at Council. Speakers may be obtained through the Minnesota Council for Civil and Human Rights, a coordinating body of human relations organizations and citizen groups. Contact our own Mrs. Charles Foster, 2216 Newton South, Minneapolis 5, Minnesota. It also means talking to your legislative candidates. The best time to do this is before election. Our position means support of: 1) the 1961 amendment to the FEP law regarding the sale of real property and the establishment of SCAD; 2) adequate funds and personnel for SCAD; 3) an age amendment to the employment law; and 4) administration by SCAD of the public accommodations law.

Assuming some continuity in the legislature, here are the names of the 1961 Senate Finance Committee: Imm, Chairman; Carr, Child, Dunlap, Erickson, Franz, Rudy Hanson, Heuer, Ralph Johnson, Josefson, Lofvegren, McKee, Mitchell, Nelson, Elmer Peterson, Root, Rosenmeier, Schultz, Sinclair, Walz, Westin. 1961 House Appropriations Committee: Shovell, Chairman; Volstad, Vice-Chairman; W. Anderson, Bassett, Battles, Cunningham, Enebo, Enesvedt, Erdahl, Fitzsimons, Franz, Fugina, Hall, Head, Hofstad, Iverson, Klaus, Knudsen, McLeod, Munger, Noreen, Popovich, Renner, Rutter, Skeate, D. Swenson, Voxland, Wichterman.

You will receive supplementary material regarding age and sex as employment factors and a copy of the 1962 Compilation of Minnesota Laws Against Discrimination.

PART II

What we do today in studying the special problems of the Minnesota Indian, locating areas where state legislative action may be required to effect solutions, may determine for us many tomorrows. The time we spend on any topic is limited.



We are only guaranteed two years for any item. It is doubtful that we can be broad, imaginative, thorough and hurried all at once. However, to facilitate information gathering, we have divided the topic as follows:

- A. Fixing the Indian in the political structure.
  - 1. Where are Indians in Minnesota? What is their land status?
  - 2. What are the Bureau of Indian Affairs policies, federal laws and treaties which pertain to Minnesota Indians?
  - 3. What state laws deal specifically with Minnesota Indians?
  - 4. How do Indians govern themselves?
- B. Problem areas. State and National programs as they pertain to Minnesota.
  - 1. Economic development programs.
  - 2. Health and welfare procedures
  - 3. Education and scholarships
  - 4. Relocation and assimilation
  - 5. The administration of justice

It may help local resource chairmen to know that the state Board has two separate committees, one for further study and action on Part I, one for study and publication on Part II. One great asset is woman power.

Most local Leagues will be able to devote only one month's study time to this agenda item. We suggest meetings be scheduled around the Indian study. The distribution of supplementary fact sheets should be sufficient for Part I.

We will send you in October supplementary fact sheets on age and sex and in December, resource material on Indians.

We suggest the following schedule:

- 1. January 1 - deadline for new consensus on sex
- 2. February - study by units of special Indian problems
- 3. May 1 - possible consensus on Indian solutions

What can you do today? Read as a beginning:

Indian Rights and Resources. 1953, U. of Minn. Center for Continuation Study.

Indian Tribes and Treaties. 1955. U. of Minn. Center for Continuation Study. ("Rights" - \$1.00, "Treaties" - \$1.50, from World Affairs Center, University of Minnesota, Minneapolis 14, Minnesota)

The Gopher Historian, Minnesota Historical Society, Fall 1955.

Minnesota Indians (Yesterday and Today), Gov. Human Rights Comn., State of Minnesota. 1958.

Five Year Plan for Economic Improvement of Minnesota Indians, Indian Committee, Gov. Human Rights Comn., State of Minnesota, 1960.

First Year Report of the Governor's Indian Action Committee, 1961

Civil Rights Excerpts from the 1961 U.S. Committee on Civil Rights Report, Supt. of Documents, US Govt. Printing Office, Wash. 25, D.C., 45¢

Declaration of Indian Purpose, report of the American Indian Chicago Conference, University of Chicago, June 13-20, 1961

Report of the Indian Affairs Commission submitted to the Legislature of the State of Minnesota, 1961

Local League Handbook (national)  
Publications Catalogs (national, state)  
Facts (national, state)

Problems of Discrimination (state)  
New material to reach you this year  
Local Bylaws, Budget, Program

League of Women Voters of Minnesota, 15th & Washington S.E., Minneapolis 14, Minn.  
August 1962 081762CC-64

MEMO TO: State Item II Chairmen in Local Leagues  
FROM: Mrs. Harold Watson, Chairman, State Item II  
RE: Sample Speech

This is a sample speech on the subject of discrimination in housing which we hope will aid you in taking this program item to your community. It will not fit all circumstances as it stands. Any speech must be tailored to a particular type of audience, occasion or community. You may want to use parts of it as they stand or to rewrite in your own style, inserting particulars from your own area.

Before you go out to talk, reread your Problems of Discrimination. In it you will find the answers to most questions that may arise, particularly those concerning the basic fears underlying housing discrimination.

The point is to participate actively in educating your community to the evils of discrimination and the values of legislation in eliminating it.

In 1961, the League of Women Voters of Minnesota, elected to study problems of discrimination in Minnesota. One area which particularly concerned us was discrimination in housing. Why were we concerned? First of all, we were convinced that discrimination does exist in Minnesota. We could see that in Minneapolis, 90% of the Negroes live in 6 of the 121 census tracts, and in St. Paul, 93% of the nonwhites are located in 8 of the 76 census tracts. Suburban areas had almost no minorities. In 1957, the Legislative Interim Commission on Housing Discrimination and Segregation Practices heard testimony from buyers and realtors alike. No one who appeared before that Commission contended that discrimination did not exist. There were concrete examples. A young Negro couple visited a so-called "open house." The salesman admitted them, excused himself, went out the back door and drove away in his car. The couple waited in vain for his return. In another similar example, the non-white prospects saw a salesman sitting in the living room who refused to answer their ring. Finally they left. We found that Negroes had difficulty buying business property, and that Negro professional men often were unable to obtain desirable office space.

One is struck by the unfairness of it all, but our study led us to other evil consequences. Often the best qualified person for a position in some out-state community is turned down because of the question of where he will find a place to live. This was even true in one community that needed a doctor. When their own educated young people tend to leave small towns, can they afford to lose the skills and competence that non-whites could contribute? New industries, interested in coming to Minnesota, have in many places inquired about the climate of the community -- will their non-white employees find it possible to find housing -- or will the new industry go to some other community, or even to some other state?

When we say where people may not live, we are often not aware that we have determined where they must live. In metropolitan areas we have relegated the most dilapidated parts of the city to minority groups. Now we find that the racial question is part of every urban renewal project. When we build freeways and clear slums, we displace minorities who must find someplace to go. Discrimination brings about increased overcrowding, inadequate playground space, inflated rents, the need for increased public services, and even segregated schools.



There exists across the nation a great passive movement toward integration. Minnesota has a part in this drama. It takes real maturity on the part of a community like Redwood Falls to deal compassionately and understandingly with the destitute 'reverse freedom riders' who have been led to believe falsely that they are coming to a job opportunity. Suburban dwellers will have to recognize the undesirable consequences that go along with the benefits of exclusiveness. We are all faced with the real acceptance of every individual on his merit.

Finally, the integrity and sincerity of the United States is being judged daily throughout the entire world. President Kennedy put it this way: "Across the world new nations are struggling for survival and progress. These nations, composed of men of all colors and faiths, are looking for leadership and guidance in their efforts to construct new societies. Only if we demonstrate that the freedom which we advocate is available to all our citizens will these new nations look to us for this guidance. Yet on the choice of these new nations hinges our own ultimate survival.

"Thus human brotherhood is not just a goal. It is the condition on which our way of life depends. The question for our time is not whether all men are brothers. That question has been answered by the God who placed us on the earth together. The question is whether we have the strength and the will to make the brotherhood of man the guiding principle of our daily lives."

So we were convinced that something should be done. But what? Many areas of this country illustrate that drifting along with a segregated community pattern only serves to solidify into permanence, discriminatory and unequal treatment which in turn creates more prejudice to reenforce the pattern. Progress has been made in those areas where the citizens themselves, through various community actions, have determined that ideal and practice shall be drawn ever closer together. But where does the best course lie -- in legislation or education?

In Minnesota, our government has chosen legislation in the Minnesota State Act Against Discrimination, arguing that wherever possible standards of conduct should be embodied in the law to give legal recourse to one citizen who is denied a right by another. Governor Andersen says of this approach, "I know we cannot legislate attitudes into people's minds, but we can legislate against injustice."

The Minnesota State Act Against Discrimination makes it illegal to discriminate in these words: " -- the opportunity to obtain employment, housing, and other real estate without discrimination because of race, color, creed, religion or national origin is recognized as and declared to be a civil right. The public policy of this state is to foster equal employment and housing opportunity for all individuals in this state in accordance with their fullest capacities, regardless of their race, color, creed, religion or national origin, and to safeguard their rights to obtain and hold employment, housing and other real property without discrimination. Such discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy. It is also the public policy of this state to protect all persons from wholly unfounded charges of discrimination."

Our law is a broad one, and covers all real property, with three exceptions -- the rental of rooms in a single family home or the rental of the other half of a duplex in which the owner lives or the rental or sale of a one-family, owner-occupied house which is not public assisted, that is, with a government insured mortgage. The law specifically covers not only the transactions of owners or agents, but real estate brokers and financial institutions and lenders, as well.



This law did not go into effect, as you would expect, in July of 1961, right after the legislative session. The effective date was set on December 31, 1962. The senator who suggested this date argued that it would be desirable for as many Minnesotans as can be reached to have an understanding of the law before that time.

But what about the avenue of education? Can you legislate morality? Can you enforce a law which does not have public acceptance? Look at what happened to the prohibition amendment. Anti-discrimination laws are not new in Minnesota. Our constitution guarantees equal rights and privileges to all citizens of the state, guarantees freedom of religion, and insures protection from any discrimination in voting or holding public office. We prohibit discrimination within state civil service employment, in public schools, in municipal civil service, in selling insurance, in access to public accommodations, in public housing and housing redevelopment projects, in written instruments relating to real estate (restrictive covenants), in employment by state contractors, and so on. These laws are not well known and not widely used. It is costly to institute a law suit and carry it through to termination. If you were turned down at a restaurant, wouldn't you find yourself just going somewhere else to eat rather than suing the owner. A lawsuit deals with only one case. Wouldn't it be better to have a wide educational program which would attack the problem in a broader way?

Well, after study, nine out of ten League members chose legislation as the most effective method by which discriminatory practices in housing can be eliminated. And the reason lies in the Commission method of enforcement. If someone feels he has been discriminated against, rightly or wrongly, he can complain to the State Commission Against Discrimination. The Commission then investigates the complaint. If they establish a probable cause, they proceed with education and conciliation. The purpose of the law is not to punish anyone for past acts, but to insure equal treatment in future dealings. If they find no cause, the case is dismissed. All proceedings are confidential so there is no undue embarrassment to respondent or complainant. A person who is discriminating is asked to "cease and desist." If he refuses, the inquiry goes to a twelve man Board of Review. Once again, the matter is confidential and the same procedures are followed, both sides are heard, the case is dismissed with a finding of no cause, or a "cease and desist" request follows a decision that discrimination is being practiced. Now if respondent fails to comply, it becomes a public matter. The case goes to District Court. Here there is a completely new trial, and depending upon the wishes of those involved, may be a trial by jury. Now with a finding of "guilty," a Court Order is issued. If the respondent fails to comply at this point, he is held in contempt of court. The advantage of this method lies in the full opportunity for an educational approach.

The fair employment practices law has been administered by a commission since 1955 in Minnesota. Twenty-two other states are using this method as well. In Minnesota, only one employment case since 1955 has reached the Court. All others have been satisfactorily adjusted during confidential proceedings. We feel this method has been successful in employment and is the best method of enforcing state civil rights laws in general.

The commission is also empowered to conduct a broader educational program to encourage real compliance with the law.

For these reasons the League has adopted this position: "The League of Women Voters of Minnesota opposes discriminatory practices which deny rights to any citizen on the basis of race, color, creed, national origin or age. Anti-discrimination legislation, enforced by commission administration, is a necessary means of eliminating such discrimination. We support the present legislation regarding employment, real property and public accommodations as partially achieving this end."

This position means that we will be lobbying actively for strong support of this legislation -- adding it to our lobbying concerns in constitutional revision, ethics in government, party designation, and so on. We feel the educational aspects of this new legislative approach are of paramount importance and further that if it is to be effective, the Commission must be strong. This means we will be actively working for the appropriation of adequate funds to provide the needed materials and personnel to accomplish the educational goal.

The League of Women Voters is committed to the principle that an informed citizenry is of vital importance in the implementation of legislation. This is why I am speaking to you today. If you agree, why don't you talk to your neighbors about the law too? Tell them what it says and why it is important. And let your legislator know that you support the principle of equal opportunity in every area of American life.

*sent to N. Watson* *Official File*  
LEAGUE OF WOMEN VOTERS  
OF THE UNITED STATES  
1026 17TH STREET, N. W., WASHINGTON 6, D. C.

SEP 24 1962

September 19, 1962

Miss Bonnie Hutchens  
Discrimination Committee  
League of Women Voters of Minnesota  
5016 West 109th Street  
Bloomington 31, Minnesota

Dear Miss Hutchens:

Your letter about your search for the history of League action on measures which would eliminate discriminations against women, has been referred to me.

Here are the answers to your questions:

1. The League has never opposed equal pay for equal work legislation. The Program Record says: "The effort to establish the principle of equal pay for equal work began with the first League Program. Innumerable League studies were made over the years on the status of working women. In 1935, a study was begun of employment opportunities for women, married and single. Some of this interest stemmed from a tendency during the depression to discriminate against married women.

"The national League office did useful work in this area in connection with the codes set up under the National Recovery Act in 1933. Once they were formulated, the codes were checked carefully for sections on child labor and women's wages. The League opposed a lower minimum wage for women on the basis that wages should be set according to the job to be done, not the sex of the worker."

2. (See above)

3. In order to answer your third question, an explanation of the changes made by the 1954 Convention in the organization of League work under the National Program is necessary. Up until 1954, the Program had consisted of Current Agenda and the National Platform. The Current Agenda items were adopted at each Convention for concentrated work by the League in the next biennium. The Platform stated principles supported and positions taken by the League as a whole, in fields of government to which sustained attention had been given. The first section of the Platform was headed: "GOVERNMENT BY THE PEOPLE REQUIRES: B under this section reads: "Removal of legal and administrative discriminations against women....." The national Board was authorized to select measures for action from the Platform if an opportunity arose to do effective work



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on any measure in conformity with the principle stated in the Platform. The list of measures which could be supported under this arrangement, at the discretion of the national Board, was extremely long and complicated. Between 1952 and 1954, a committee established by the 1952 Convention reviewed this Platform and proposed to the Convention in 1954 a reorganization, placing Current Agenda and Continuing Responsibilities on the Program, for action, and rewriting and condensing the Platform, which still contained the Principles. The Convention adopted this abbreviated Program and the condensed Platform containing the Principles. No action can now be taken on the Principles, but they serve as guidelines for selection of Program...that is, the League could not adopt as a Program item any measure which conflicts with any of the stated principles. You will see the Platform still contains a Principle (number 10) that says: "Removal of legal and administrative discriminations against women."

4. Opposition to the Equal Rights Amendment was dropped from the Program in 1954, when the Program was reorganized, in the interests of making the League workload more manageable. The League now has an historical position in opposition to the Amendment.

5. The Equal Rights Amendment is stated in very broad and hazy terms. In the opinion of many constitutional lawyers, the Amendment would have to be interpreted by the Courts before its implications could be fully understood. But what it would do, according to these legal authorities, would be to throw all state laws passed for the protection of women into the courts for reexamination. Probably, it would wipe these laws off the books, but each law would have to be tested by a court case. This would cause a great deal of confusion..chaos in the work they use...in the courts. Many state Leagues have worked for enactment of these laws in their own state legislatures, for the League has always held that it is in the states that discriminations need wiping out and that that is where the work needs to be done.

On July 26, the House passed the Equal Pay bill by voice vote, but only after it was amended. Enclosed is a photo-stat of the account in Congressional Quarterly Weekly Report, July 27, 1962, of what is in the bill. The bill is now in the Senate Labor and Public Welfare Committee which has taken no action. I don't know what its chances are, for Congress is in a rush to adjourn.

The enclosed copies of the 1952-1954, and 1954-1956 Programs are from the office files and are in very short supply. I think a close look at them will make the change in the League operation seem more clear, so I am sending them to you after assuring the head of our file room that Minnesota Leaguers are so responsible that there is no doubt the copies will be returned to her. So will you please send them back pronto when you have taken a close look? The blue ink in which they are printed does not photograph, we can't send photo-stats.

Miss Hutchens

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September 19, 1962

If you have not asked to be placed on the mailing list of the Status of Women Commission, you might like to do so. This would be an easy way of keeping up with its work. The address is: VFW Building, 200 Maryland Avenue N. E., Washington 25, D. C.

I hope this is the information you need.

Sincerely,

Mrs. Francis P. Douglas  
Congressional Secretary

BD:cew

# W O M E N

in the

## LABOR FORCE

- who are they?
- what kinds of jobs do they hold?
- how do they fare, monetarily?
- do they encounter discrimination because of their sex?
- what proposals for progress are being advanced?
- what are the federal concerns?
- what laws do other states have?



During discussions of State Current Agenda Item II at the LWV Council meeting in May, 1962, members requested information on employment discrimination against women. This material was prepared in response to that request. Item II reads:

"The LWV of Minnesota will continue its support of the principle of employment on merit and will study other problems of discrimination."

Is legislation an appropriate solution if inequities are found to exist in:  
minimum wage rates?  
pay scales?  
initial hiring and promotion?  
Can adequate protections for both employer and employee be provided through legislation?

#### WHO ARE THE WOMEN WORKERS? \*

##### The Present

In 1960 the United States had 64 million women 14 years of age or older. By 1961 we had a million more. Twelve and one-half million were single; another 12½ million were widowed, divorced, or married with husbands absent; the remaining 40 million were married and living with their husbands. Over one-third of the total number (37%) were working women. Women comprise one-third (34%) of the work force.

##### The Future

By 1970 the population is expected to reach about 208 million with a projected labor force of 87 million--13½ million more workers than we had in 1960. Expectations are that almost half of these additional workers will be women, which means a 25 percent increase for women workers as compared with a 15 percent increase for men.

##### The Changing Pattern

In the last 60 years, while the female population of the U. S. has almost tripled, the woman labor force has more than quadrupled.

Table 1. NUMBER AND PERCENT OF WOMEN WORKERS (selected years)

<u>Year</u>	<u>Number (nearest million)</u>	<u>% of All Workers</u>	<u>% of All Women</u>
1960	23 million	33%	36%
1950	18	29	32
1945 (World War II)	20	36	37
1930	10	22	24
1900	5	18	20

\* Information in this section (except for Minnesota figures) is taken from the 1960 Handbook on Women Workers, Bulletin 275 of the Women's Bureau, U. S. Department of Labor, and from their Women Workers in the U. S. supplement of September 1, 1962.

"Women" refers to those 14 years of age or over.

Statistics on employed women in Minnesota are difficult to secure. More information will be available next March when the Women's Bureau of the U. S. Department of Labor will hold a conference in the Minnesota area on "The Changing Role of Women in a Changing Society."

# CHARACTERISTICS AFFECTING WOMEN'S WORKING LIFE

Age. Labor-force participation is usually highest among young women and drops somewhat among women 25 to 34 years of age, many of whom leave the labor force because of homemaking responsibilities. A major source of new workers during the last decade has been women past 35, with the greatest proportional rise among women 45 to 54 years of age. By 1970, it is anticipated that at least two-fifths of the women of working age will be in the labor force (excluding teen-age girls and women 65 years of age and over).

Marital Status. In recent years more women have been marrying and at an earlier age, and have increasingly assumed the dual role of homemaker and wage earner.

Table 2. MARITAL STATUS OF WOMEN WHO WORK, MARCH, 1961

<u>Marital Status</u>	<u>No. of Women in Population (approx.)</u>	<u>No. of Women Who Work</u>	<u>% of Women Workers</u>
Single	12,500,000	5,663,000	23%
Widowed, divorced, or married with husband absent	12,500,000	5,270,000	22
Married, husband present	40,000,000	13,266,000	55
TOTAL	65,000,000	24,199,000	100

More wives work when their husband's income is relatively low than when it is high. The highest proportion of working wives (40%) was found among couples in which the husband was unemployed in March, 1959. About one-third of the wives were working in those families where the husband's income was under \$5,000; about one-fourth, where it was between \$5,000 and \$10,000; and one-seventh, where it was \$10,000 and over.

Types of Families. In 1959, 10 percent of the 44 million families in the U. S. were headed by women. Fifty percent of these women worked; 31 percent of wives living with their husbands were working. By 1961 this latter figure had risen to 33%.

Working Mothers. About three of every 10 mothers with children under 18 years of age were working in 1959. The proportion of mothers working was higher among those with children in school than among those with children under six. However, of the mothers with children under six years of age, 45 percent of the widowed, divorced or separated mothers worked as compared with 19 percent of the mothers whose husbands were present.

The state of family finances tends to influence a mother's decision to work outside the home. Among mothers (husband present) 20 to 44 years of age in March, 1959, the largest proportion in the labor force were those whose husbands earned less than \$2,000 a year. Since more than four-fifths of all working mothers were living with their husbands, the Women's Bureau concluded that most mothers were working to help pay living expenses.

## LENGTH OF WORKING LIFE OF WOMEN

Predominant Work Patterns. The work pattern of women is much more complex than that of men due to the differing effects that marriage, children, widowhood, and divorce have in determining women's participation in the labor force. Women who remain single

(about one-tenth of all women) have a work-life expectancy of about 40 years--not quite as long as the 43-year average for men. Among women who are widowed, divorced, or separated, a relatively large percentage return to the labor force after losing their husbands. After age 30, the length of time these women can expect to remain in the work force is slightly shorter than that for single women, but is more comparable to this group than to any other. Women who marry, do not have children, and remain married (about one-tenth of all married women) have a work-life expectancy of 31 years.

The length of the average working life for the large group of married women with children is difficult to estimate. Typically they start to work immediately after finishing school; after about four years they quit work to get married and have children. Since the current tendency is for women to marry and have children at a younger age than formerly, many are in their early thirties when all their children are in school and their family responsibilities have decreased. If they re-enter the labor force when they are 30 years of age and have no more children, they can expect to average another 23 years of work.

Labor Turnover. Labor turnover, or movements of employees among firms, is generally higher for women than for men. In a study of average turnover rates for factory workers from 1950 to 1955, the hiring rate for women was 44 per 1,000 employees compared to 38 for men. Women's quit rate per 1,000 employees was 24 compared to 18 for men. However, the U. S. Department of Labor reports increasing employment stability among factory women.

Women who cannot work full time. Part time employment has characterized the work pattern of many women for a long time. Many women who have other responsibilities value part time work. For employers, part time workers furnish needed help during peak periods. Over sixty percent of all those who usually work part time are women. Thirty-two percent of the working women work part time.

#### WHAT KINDS OF JOBS DO WOMEN HOLD?

Not only are more women working than ever before, but they are working in an increasing number and variety of occupations. According to the Women's Bureau, however, "the proportion of women is usually much smaller in the upper levels of an occupation than in the occupation as a whole--even in their traditional fields of work. For example, in the library field, women fill a very large proportion of the staff positions but a very small proportion of the administrative positions." (Handbook, p. 16)

Table 3. OCCUPATIONAL GROUPS OF EMPLOYED MEN AND WOMEN, 1960

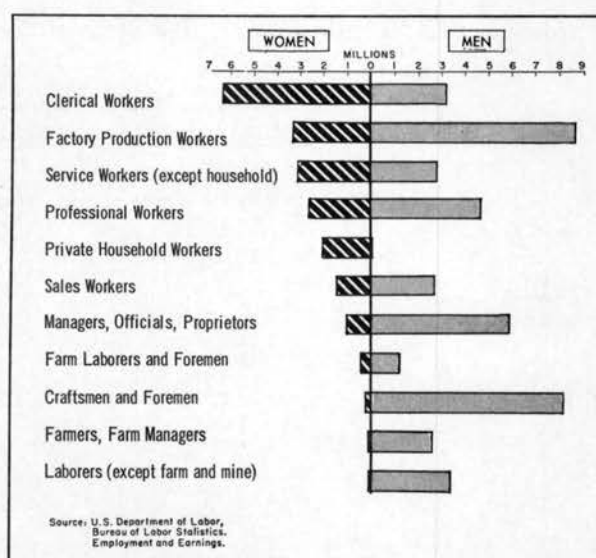




Table 4. NUMBER OF EMPLOYED MEN AND WOMEN IN MINNESOTA (current)

<u>Industry</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>
	(n e a r e s t	t h o u s a n d s)	
Government	153	107	45
Manufacturing	248	187	61
Mining & Quarrying	17	16	-- (fewer than 500)
Building Construction	68	66	2
Transportation	57	52	5
Public Utilities	25	16	9
Trade	243	142	100
Finance, Insurance & Real Estate	51	22	29
Services	144	65	79

Source: Minnesota Department of Employment Security, Division of Research and Statistics. The Division indicates that these figures are not exact because some industries do not report female employees.

You will note from the table above that more than half the workers in finance, insurance and real estate, and services are women; in trade they constitute about 40 percent, in government 30 percent, and in manufacturing 25 percent.

#### HOW DO WOMEN WORKERS FARE, MONETARILY?

"Women generally receive lower full-time earnings than men--mainly because of differences in the types of jobs they hold and in their education and training. Many women are still employed in traditionally low-paying occupations and relatively low-wage industries. Many also obtain jobs which do not require a great deal of skill or training. In instances where men and women have somewhat similar jobs, women are usually in the lower pay brackets. Since many women leave the labor force for marriage and family reasons and return when the responsibilities decrease, they often lack the job seniority and work experience needed to qualify them for advancement.

"Women sometimes are paid at lower rates than men even though they do the same kind of work. Efforts to achieve equal pay for women workers are being made through legislation, through collective bargaining between labor unions and employers, and through public education." (Handbook, p. 57)

Table 5. MEDIAN WAGE OR SALARY INCOME FOR MEN AND WOMEN IN SELECTED OCCUPATIONS

<u>Occupational Group</u>	<u>Year-round full-time workers</u>		
	<u>Women, 1960</u>	<u>Women, 1958</u>	<u>Men, 1958</u>
Professional workers	\$4,384	\$4,146	\$6,513
Managers, officials, proprietors	4,173	3,771	6,431
Clerical workers	3,586	3,388	4,839
Operatives (factory production)	2,970	2,745	4,460
Service workers (except private household)	2,418	2,073	3,898
Sales workers	2,428	2,333	5,332
Private household workers	1,113	1,161	-----

## Earnings in Minnesota

According to the Industrial Commission of Minnesota, industries classified as personal service, transportation, manufacturing, and professional-technical-clerical occupations pay relatively high wages to women. From their data on the manufacturing industry it is interesting to note, however, that the lowest average hourly rates prevail in industries where women constitute more than one-third of the total employees--e.g., poultry dressing, canning and sugar refining, textile mills, and apparel manufacturing.

Very low-paying industries are public housekeeping (hotels, restaurants, nursing homes, resorts, etc.), retail, laundry and dry cleaning, and amusement (theaters). (See Minimum Wage section, p. 9 of this study.)

Earnings in other selected occupations are given below.

Table 6. COMPARISON OF EARNINGS OF MEN AND WOMEN IN SELECTED OCCUPATIONS, MINNEAPOLIS-ST. PAUL, MINNESOTA, 1961

Occupation	MEN			WOMEN		
	No. of Workers	Weekly Hours	Weekly Earnings	No. of Workers	Weekly Hours	Weekly Earnings
*Clerks, accounting						
Class A	583	39.5	\$101.50	713	39.5	\$ 84.00
Class B	288	39.5	85.50	1,886	39.0	66.00
Clerks, order	517	40.0	98.50	345	39.5	69.50
*Clerks, payroll	50	39.5	99.50	589	39.5	75.50
*Office boys/girls	311	39.5	60.0	380	39.0	51.00
Tabulating machine operators						
Class A	157	39.0	103.50	---	----	-----
Class B	297	39.5	89.50	69	39.5	80.50
Class C	151	39.0	73.50	107	39.0	63.0
			<u>Av. Hourly</u>			<u>Av. Hourly</u>
*Elevator operators, passenger	72		\$1.60	155		\$1.51
Janitors, porters and cleaners	2,775		1.95	560		1.60
Packers, shipping	909		2.33	380		1.81

Source: Occupational Wage Survey, Minneapolis-St. Paul, Minnesota, January, 1962, Bulletin No. 1303-36, U. S. Department of Labor, Bureau of Labor Statistics.

The Bureau notes that "differences in pay levels of men and women in these occupations are largely due to (1) differences in the distribution of the sexes among industries and establishments; (2) differences in specific duties performed, although the occupations are appropriately classified within the same survey job description; and (3) differences in length of service or merit review when individual salaries are adjusted on this basis."

\*Editors note: In these categories women employees outnumber men.

## SUMMARY

The foregoing facts and figures show that:

1. The number of working women is increasing;
2. working women are concentrated in a few occupations;
3. women past 35 years of age are becoming an increasingly large part of the labor force;
4. many women work when they are married and have children;
5. more mothers and wives work when the husband's income is low than when it is high;
6. steadiness and length of women's participation in the work force is somewhat lower than men's;
7. women are paid less than men for various reasons.

## DO WOMEN ENCOUNTER DISCRIMINATION BECAUSE OF THEIR SEX?

... a sampling of opinion ...

The impressions gained from a large number of informal interviews by an LWV committee are presented here in capsule form. All shades of opinion were expressed.

Working women differed on how much discrimination against women exists in hiring; most agreed it does exist in wages and salaries and in promotions, particularly to high level jobs. Since they are not organized in any one group, their overall view on remedies is difficult to determine. The Business and Professional Women's organization worked for "equal pay for equal work" legislation in the 1961 legislature.

Women not in the labor force differed, too. Some believe there is serious discrimination based on sex and urge legislation to eradicate this unfair practice; others believe the competition from more and better educated women will right the situation. Some who are concerned about mothers working do not want legislation which might encourage them to do so; others believe a woman's decision to work is personal and society has no right to discriminate against her.

Employers, according to their personnel departments, hire and pay on the basis of ability. Some say it is more difficult for women than men to advance to the highest executive level and cite the important qualifications of being free to travel or to relocate. Many will hire women with children if assured in advance that the employee is making adequate child care arrangements.

A spokesman for the Minnesota Employers Association said men probably receive preference in hiring and sometimes are paid more for the same job, but for good reasons. They can join men's organizations (Kiwanis, Lions, etc.) and establish contacts for the firm; they are more likely to work up through the firm and be worth more in the long run. Legislation? It would not help women, he said, because employers could easily negate an equal pay law by adding minor variations to job descriptions. Also, legislation would constitute an unnecessary harrassment of business at a time when Minnesota should be encouraging industry to move in as well as to expand here.



The Minnesota AFL-CIO Federation of Labor holds that in companies with union contracts there is no discrimination against women in wage rates. For many years unions have worked for the principle of equal pay for equal work; they supported such a bill in 1961 and will do so again in 1963 if one is introduced. They also would support a broader bill to prohibit discrimination in employment on the basis of sex. Their support is based not only on the belief that it is the right thing to do, but also on their experience with women undercutting men's wages.

Enforcement agencies deal only with discrimination on the basis of race, color, creed, religion or national origin, since these are the factors delineated in Minnesota's laws. However, because such agencies are associated with fair employment practices in the public mind, they do receive complaints about discrimination in hiring, wage rates and promotion based on age and sex as well, so they are aware of the problem. Mrs. David Kanatz, assistant director of the State Commission against Discrimination, said, "SCAD has not studied or taken a stand on any specific prohibitions, such as age and sex. It would certainly be in favor, however, of any legislation designed to overcome discriminatory practices in employment, wherever any segment of society is denied the equal opportunity for consideration on individual merit."

The Division of Women and Children, Industrial Commission of Minnesota, is the only department of state government specifically concerned with employed women. Its job is enforcing the minimum wage-maximum hour law. Miss June Cedarleaf, chief of the Division, said they have found cases where women were paid less than men for doing the same jobs. The Division recommends legislation to insure equal pay for comparable work.

Miss Cedarleaf pointed out that no detailed research has been done in Minnesota on the need for broad legislation to prohibit employment discrimination against women. In her opinion the problem is not that women are refused employment but that, for the most part, they are employed in low-wage occupations and industries.

A Minnesota Education Association representative stated that discrimination in hiring and in pay scales on the basis of sex or marital status has been virtually eliminated in the teaching profession. Some school districts have dependency allowances for men (and some include women with dependents) but this practice is gradually disappearing as salaries are raised. Some districts will not hire a woman if her husband is employed by that district; a few may still refuse to hire married women at all. But all these vestiges of discrimination are either being eliminated or ignored because teachers are so desperately needed.

A Minnesota State Federation of Teachers spokesman looked on unequal pay as an important problem. "Although we have striven for the past decade to remove this kind of discrimination, it still exists in all too many districts in Minnesota. We have always stood for a single salary schedule for all teachers regardless of marital status and dependents. We feel that in advocating a single salary schedule it has been and is more convenient to obtain higher salaries for all teachers." This organization has supported equal pay legislation along with other labor groups, arguing that employers should pay what the job is worth.

State Civil Service deserves a close look because the state government is Minnesota's third largest employer, and women comprise over 38 percent of its civil service employees. No statistics are available as to the number of women in various occupations, or in high level jobs.

State employees disagree on whether or not a problem exists. Some say it is natural that fewer women than men hold top level jobs because most women do not stay in the service long enough to build up the seniority necessary to make them eligible. Others say there is discrimination against women both in hiring and in promotion. They say a supervisor selecting one of three qualified applicants often will choose a man over a woman simply because he would prefer working with a man.

#### SUMMARY

The basic problem in any study of employment discrimination against women is determining what is and what is not discrimination. In jobs where the employer must count on a number of years of service, he may be reluctant to hire a young woman who he thinks will get married and leave the labor force. Because young children do get sick, an employer may be reluctant to hire a mother who he thinks would be absent frequently to take care of her family. If expensive training is involved in qualifying personnel for promotion, an employer may automatically exclude women because he does not think he can get an adequate return on his investment. Other arguments often heard against hiring or promoting women: they are too emotional, too hard to work with; neither men nor women like to work under women.

On the other hand, women have proved themselves just as capable as men in performing many jobs. Substantial numbers of women are permanent members of the labor force and are no more tied down by marriage or family responsibilities than are men. Other women have combined homemaking with work outside the home and perform satisfactorily in both. There is no valid evidence that women in upper echelon jobs are harder to work with, proportionately, than are men.

If there is any agreement among the various opinions elicited in this sampling, it appears to be that, in principle at least, women should be paid the same as men for doing comparable work. The basic question is: if discrimination against women does exist, what, if anything, should be done about it?

#### PROPOSALS FOR PROGRESS

An equal pay for equal work bill was introduced in the 1961 Minnesota legislature. It provided: "No employer shall discriminate between the sexes in the payment of wages for work of comparable character, the performance of which requires comparable skills; or, pay wages to an employee at a rate less than that at which he pays wages to his employees of the opposite sex for work of comparable character, the performance of which requires comparable skills." (The above) .... "does not apply where payment is made pursuant to a seniority or merit system which does not discriminate on the basis of sex; or where a differential is based in good faith on factors other than sex."

The bill provided that any employee whose compensation was at a rate in violation of the equal pay law could sue for recovery. There was no provision for enforcement by any agency of the state government. The bill was passed by the House. In the Senate Labor Committee it first was passed and then quickly voted upon again, whereupon it was declared lost by one vote. It is likely that some sort of equal pay legislation will be introduced in the 1963 legislative session.

In 1959, a bill was introduced to prohibit discrimination on the basis of marital status. The bill died in committee. According to people concerned with the employment of women, marital status is significant only when employers assume that all married women are poor risks and are not breadwinners.

Legislation, of course, is not the only proposed solution. Some people concerned with the employment of women believe the only effective remedies are education of employers and better qualified women. Women's employment status has improved through the years, and as more of them complete higher education they will become increasingly competitive. It is also pointed out that the nation's demands for highly trained workers in the coming years probably will have to be met in part by women.

There are many professional and business organizations for women which work to increase women's opportunities in their particular field.

Labor unions, while supporting legislation, also point out that collective bargaining has been one of the most effective methods of securing equal pay. They believe the serious problem areas are those where women are unorganized.

#### MINIMUM WAGE

Any study of employment discrimination against women should include a look at the need for minimum wage rates to prohibit exploitation of women. Minimum wage laws in most states\* are especially directed to the low-wage trade and service industries which employ large numbers of women.

The purpose of the Minnesota minimum wage law is "to provide all women and minors wages sufficient to 'maintain the worker in health and supply him with the necessary comforts and conditions of reasonable life'." The law covers all women and minors (male and female under 21 years of age) employed in Minnesota except in agriculture and domestic service in a private home. The State Industrial Commission sets wage rates for each industry; rates are enforced by the Commission's Division of Women and Children.

According to the Division, four industries pay wages not sufficient to maintain a minimum standard of living. (See Table 7 on next page) Minimum wage rates in these industries have not been revised since 1957 (Public Housekeeping, 1959). A cost of living survey in October, 1960, indicated that a minimum budget in St. Paul, Minneapolis, or Duluth was \$2,494.85 per year, or \$207.90 per month, or \$47.98 per week. Costs varied slightly in 12 other cities and towns in the state.

\* 33 states, the District of Columbia, and Puerto Rico had such laws at the beginning of 1960.



Table 7. MINNESOTA'S MINIMUM WAGE RATES IN SELECTED INDUSTRIES

<u>Industry</u>	<u>Hourly Rate</u> (these vary depending on the size of the town, age or experience of the employee)
Retail (stores)	60¢ to 85¢
Laundry & Dry Cleaning	70¢ to 85¢
Public Housekeeping (hotels, restaurants, nursing homes, resorts, etc.)	75¢ to \$1.00
Amusement (theaters)	75¢ to 85¢

Despite the low minimum wage rates provided by law, the Industrial Commission reports that inspections during the past two years have disclosed many violations: "Wage rates as low as 40¢ per hour for popcorn girls in a theater, 35¢ an hour for markers and counter girls in a dry cleaning firm, 40¢ an hour for cab despatchers, 47¢ for telephone operators, 20¢ for a clerk-helper in a locker plant, 34¢ for a bookkeeper in an automobile agency, 50¢ for many adult, experienced women clerks in retail stores, 35¢ in a drive-in, 25¢ for women egg candlers...."

#### FEDERAL CONCERN WITH THE EMPLOYMENT OF WOMEN

Three areas of federal action are particularly pertinent to this study: equal pay legislation now before Congress; the President's Executive Order barring discrimination against women in federal government service; and the President's Status of Women Commission, the make-up of which was reported fully in the June, 1962, issue of The National Voter. The Commission's report is due in the fall of 1963.

#### Equal Pay Legislation

On July 26, 1962, the House passed a bill (HR 11677) requiring equal pay for equal work in certain industries, without regard to the workers' sex. The bill has not passed the Senate. Although similar legislation had been before Congress since 1945, neither chamber ever had passed it. The bill was supported by both the Kennedy and the Eisenhower administrations.

Two amendments to the act were especially important. One changed the language that barred wage differentials for "work of a comparable character" to "equal work." Former Secretary of Labor Arthur Goldberg, among others, feared this change might make it possible for an employer to introduce one slight and trivial factor to justify a lower wage rate. The second important amendment deleted a section of the original bill barring employers from lowering wages in order to make them equal. Opponents feared that an equal pay law without this prohibition could depress wages of both men and women. The bill is now in the Senate Labor and Public Welfare Committee which has taken no action.

#### Executive Order

On July 24, 1962, President Kennedy issued an executive order barring discrimination against women in federal government service. In the future, he said, appointments and promotions must be made "without regard to sex except in unusual situations."

The order overruled an opinion by Attorney General Cummings in 1934 that gave government agencies the right to limit certain federal jobs to one sex or the other. Attorney General Kennedy, at the request of the President's Commission on the Status of Women, reviewed the 1934 opinion and recommended that it be over-turned. A work group of the Commission recently suggested that this order be extended to cover all industries with government contracts.

#### LEGISLATION IN OTHER STATES

Nine states have laws prohibiting employment discrimination on the basis of age. Wisconsin added age and sex to its law during the last legislative session, with enforcement under the Fair Employment Practices director in the Department of Labor.

Twenty states have equal pay laws. In general, these laws prohibit the employer from discriminating in the payment of wages as between the sexes or paying a lower rate to a woman than he pays to a man for the same work. A number of equal pay laws contain weakening qualifications which permit consideration of factors not material to the job.

The labor administrators of the respective states are generally responsible for enforcement of state equal pay laws. Employees who are discriminated against in violation of a state equal pay law generally have the right to sue the employer for wages due. According to the Women's Bureau, "the enactment of a labor law usually results in voluntary compliance by a majority of employers." (Equal Pay Primer, U. S. Department of Labor, Women's Bureau, Leaflet 20, March, 1960, p. 6.)

#### CONCLUSION

Interest in the employment of women is increasing, engendered by the belief that we must make optimum use of the talents and training of all our citizens. As we have seen in this study, women's participation in the labor force differs from men's in many ways. Although discrimination is probably a contributing factor, the issue is clouded by the fact that women do lead different kinds of lives from men. In the broader picture of discrimination in employment, we must consider how the sex factor compares with others we have examined, such as race, religion, national origin or age.

## CREDITS AND BIBLIOGRAPHY

Special thanks are due Miss June Cedarleaf, chief of the Women's and Children's Division, Industrial Commission of Minnesota, for her many hours of interviews and her efforts to locate sources of information.

Others interviewed include: Edna Schwartz, Minnesota Federation of Business and Professional Women's Clubs; Seth Phillips, St. Paul FEPC; Louis Erwin, Minneapolis FEPC; Mrs. David Kanatz, State Commission against Discrimination; John Cosgrove, Division of Research & Statistics, Minnesota Department of Employment Security; Walter Uphoff, Industrial Relations Center, University of Minnesota; William Abresch and Mrs. Vera Likins, Minnesota Civil Service; Otto Christenson, Minnesota Employers Association; Robert Hess, Minnesota Federation of Labor, AFL-CIO; A. L. Gallop, Minnesota Education Association; Henry Winkel, Minnesota Federation of Teachers.

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<u>Digest of State Equal-Pay Laws</u> , Revised as of 3/1/60	) Bureau, Washington
<u>1962 Summary of State Labor Laws for Women</u>	) 25, D. C.

Congressional Quarterly, Week Ending 7/27/62, pp. 1243-44  
Biennial Report, 7/1/60 to 6/30/62, Department of Labor and Industry,  
 Industrial Commission of Minnesota, Division of Women & Children  
Wages and Hours in the Manufacturing Industry in Minnesota, December, 1961,  
 Industrial Commission of Minnesota  
Occupational Wage Survey, Minneapolis-St. Paul, Minnesota, January 1962,  
 U. S. Department of Labor, Bureau of Labor Statistics, Bulletin No. 1303-36

## PAMPHLETS

Minnesota Minimum Wage and Maximum Hour Laws for Women and Minors,  
 Industrial Commission of Minnesota, Division of Women & Children

* <u>Minimum Wage and the Woman Worker</u> , Pamphlet 8, 1/60 (15¢)	)
* <u>Who Are the Working Mothers?</u> Leaflet 37 (5¢)	) U. S. Department of
* <u>What's New about Women Workers?</u> Leaflet 18, Revised 1961	) Labor, Women's Bureau,
* <u>Equal-Pay Primer</u> , Leaflet 20, Revised 3/60 (10¢)	) Washington 25, D. C.
* <u>Equal-Pay Facts</u> , Leaflet 2, Revised 7/61 (5¢)	)

(\* May be obtained from the Superintendent of Documents, Washington 25, D. C.)



October 1962, President's Letter  
p.4

STATE ITEM II

The League of Women Voters of Minnesota has asked the Extension Division of the University of Minnesota to set up a:

Seminar: Eight Lectures on Minnesota Indians  
Time: 8 to 10 p.m.  
Dates: Tuesday evenings, October 16 - December 4  
Place: St. Anthony Park Branch Library, Como and Carter, St. Paul  
(near St. Paul Campus)  
Tuition: \$16 per person or \$24 a couple

If someone is registered and cannot get to a meeting, another person may attend in his place. We are still investigating the possibility of attending a single lecture. While the seminar is open to anyone, it is designed to prepare resource people for the task of presenting this subject. Lecturers will be drawn from the departments of anthropology and sociology at the University of Minnesota; from state agencies dealing with Indians and from Indian leaders. You may register at the first meeting, October 16; you must register on or before October 16.

October 16 -- Mr. James Hawkins, Federal Bureau of Indian Affairs  
October 23 -- Mr. Gary Orfield, a U. of M. honor student who headed a program this summer in which undergraduates worked on three state reservations.  
October 30 -- Mr. Cyrus Magnuson, state Commissioner of Insurance. Mr. Magnuson has served as an appointee on the Indian Action Committee, the Minnesota Interim Commission on Indian Affairs, etc.

For further information, contact Mrs. Harold Watson, 2140 West Hoyt Avenue, St. Paul 8, Minnesota, MI 5-3004.

STATE OF MINNESOTA  
STATE COMMISSION AGAINST DISCRIMINATION  
ST. PAUL 1, MINNESOTA

COMMUNITY ACTION FOR FAIR HOUSING

1. Wherever rumors are found, trace the source and use whatever educational tools, knowledge and persuasion that you have to influence them to not continue to spread false rumors.
2. Hold coffee meetings to get to know each other better and discuss the situation. The coffee party might have an informal speaker who could be a well thought of person in the neighborhood, or someone from another neighborhood with experience, or a volunteer or professional in human relations work.
3. The establishment of visitation committees to go from door to door to explain the positive aspects of fair housing.
4. Call up community leaders to discuss the situation.
5. Write articles and news releases in the neighborhood newspaper.
6. Discuss the situation with your pastors, encourage them to speak directly and forcefully on the subject in the pulpits.
7. An indication that a fair housing pledge program, if it includes names of interested people from any particular community in a newspaper ad, might be a source of strength for others in the neighborhood.
8. Write letters to the real estate corporation which sold the house thanking them either for introducing you to the new neighbors and that you feel that they will be a fine addition to the community, or, in another situation, perhaps writing a letter to the corporation or real estate firm praising them for their compliance with the Minnesota State Act Against Discrimination.
9. Contact the specific salesman by phone to reaffirm your convictions about fair housing.
10. If you know of any violations of the law in your neighborhood, report them immediately to the State Commission Against Discrimination.

League of Women Voters of Minnesota, 15th & Washington S.E., Minneapolis 14, Minn.  
November 1962

TO: State Item II Chairmen

FROM: Mrs. Harold Watson

SUBJECT: Publications and Consensus

Women in the Labor Force, hot off the press, was sent to you in the October 29th President's Letter mailing. If you have not received your copy, be sure to ask your prez to forward it to you. In August we sent out a compilation of Minnesota State Laws Against Discrimination. That, too, was intended for you. If you have not received it, ask your president. That same month we mailed you a sample speech on discrimination in housing.

Because separate mailings are expensive, we put everything in one envelope and send it to a local president. Apparently, in some cases, judging from questions I have been asked by a few Item II gals, there is a breakdown in the line of communication. We are trying to maintain the schedule we outlined in the "Outlook for Work." If you will consult it as the year goes along, you will know what you are to receive and when. If you haven't seen the "Outlook," ask your prez.

The questions on page one of Women in the Labor Force,

Is Legislation an appropriate solution if inequities are found to exist in:

minimum wage rates?  
pay scales?  
initial hiring and promotion?

Can adequate protections for both employer and employee be provided through legislation?

are not just rhetorical. They are the discussion questions which accompany the material. The questions (really four in all) are broad and cannot be answered by checking "Yes" or "No." This places a greater burden on you to report what you feel to be the kernel of the discussion and on us in compiling these comments, but we wished to avoid leading you to a position.

It is a good idea to furnish copies of any publication to your legislators and your library.

As you can see, we have not sent out supplementary material on age. I do have some material, but it looks now as if there might be a great deal more. Since we already have a position on this question, I am going to be derelict in my duty, in the belief that it is better to send out a good piece late than a poor one on time. It will serve its purpose, I think, if we have it at the time of the legislative session - in January.





DEC 28 1962

STATE OF MINNESOTA  
EXECUTIVE OFFICE  
SAINT PAUL 1

ELMER L. ANDERSEN  
GOVERNOR

December 27, 1962

Mrs. O. H. Anderson, President  
League of Women Voters of Minnesota  
15th and Washington Avenues S.E.  
Minneapolis 14, Minnesota

Dear Mrs. Anderson:

Thanks very much for your letter of December 17 urging full appropriation to the State Commission against Discrimination. I appreciate this indication of your support of the Commission and its great responsibility in now handling the administration of the Fair Housing Act.

The legislature has been far less than generous in meeting the needs of this agency and I am going to make an urgent plea to them to recognize the present situation. I am not sure yet that it can be based on their entire budget request as the total of all budget requests is very great and it is hard to give any the full amount they ask.

In any event, we will be asking for a substantial increase and will work very hard to obtain it so the Fair Housing Act will have the benefit of good leadership from the Commission Against Discrimination.

Cordially yours,

Elmer L. Andersen  
GOVERNOR

E LA:dp

League of Women Voters of Minnesota, 15th & Washington Aves.S.E., Minneapolis 14, Minn.  
January, 1963

WORKSHOP ON COMMUNITY ACTION IN CIVIL AND HUMAN RIGHTS

February 27, 1963

Minnesota Highway Building (across from the Capitol)

10:00 a.m. -- 11:15

Room 815 The Role of Political Parties  
Professor Theodore Mitau

11:20 a.m. -- 12:15

Room 818 The Operation of the State Commission Against Discrimination  
Mr. James McDonald, Executive Director, SCAD

The Functions of the Governor's Human Rights Commission  
Mr. Calvin Walton, Executive Director, GHRC

12:30 -- 2:30 LUNCHEON AND DISCUSSION

Highway Building Cafeteria, Ground Floor

What to do 'til the Commission Arrives

Mrs. David Kanatz, Assistant Director, SCAD

How a Successful Citizen's Committee Operates  
To be announced

Please clip and return to state office, address above, before February 20th.

-----  
League of Women Voters of Minnesota  
15th & Washington Aves.S.E.  
Minneapolis 14, Minnesota

I (will) (will not) be able to attend the Workshop on Community Action  
in Civil and Human Rights, February 27, 1963.

Name \_\_\_\_\_

League \_\_\_\_\_

League of Women Voters of Minnesota, 15th & Washington S. E., Minneapolis 14, Minn.  
Phone: 373-2959  
January 1963

TO: Chairmen, State Current Agenda II

FROM: Mrs. Harold Watson, State Board

SUBJECT: Indian study

You are receiving herewith the material on Indians in Minnesota. In my opinion, your state committee has done an excellent job in gathering information which has not been brought together before. While the booklet is long, it is close-packed, and members will find it fascinating, as we have.

The problem is this. We are only guaranteed this year to study Indian affairs. At our convention in May, we will adopt a new program. Leagues at all levels have felt the burden of many items this year. Some Leagues have had 2 or 3 local items, a county item, 2 state and 2 national items. State Item II has resolved itself into about three separate studies. I don't need to tell you that this has been difficult, especially for those who have only one meeting a month.

It may be that members will react to this work load by limiting study to one state item next year. In that event, the Indian study may very well be discontinued. It is important, therefore, that we attempt to consolidate what gains we can make this year and devote as much time as possible to this topic. The state Board is asking you to devote a minimum of two meetings to Indian problems. If we can come out with some general recommendations on which action can be based before the Convention in May, our position could be placed on the Continuing Responsibilities.

I don't mean to imply that depth studies of various problem areas would not be worthwhile current agenda possibilities, but in the event that this item is not continued, it would be most unfortunate for it to be lost altogether. The climate of opinion regarding Indian affairs seems to be improving at this time. Many groups are beginning to show an active interest, due in part to our own activity, and have asked that the League study be made available to them. Our legislative and governmental approach is unique, and the LWV could assume a real leadership role.

We are sending along a list of reading questions to facilitate study. As many members as possible should have both the publication and these questions. "Indians in Minnesota" is 50¢ for single copies and 45¢ each when purchased in lots of 25 or more. There is no charge for the study questions.

The consensus questions attempt to bring out the most general kind of position since we can't have studied all areas in depth. They will accompany the next President's Letter, after they have been approved by the state Board. They are due back to us no later than May 1.

Best wishes for an interesting and productive new year!



League of Women Voters of Minnesota, 15 & Washington Aves.S.E., Minneapolis 14, Minn.  
Jan.'63  
CONSENSUS QUESTIONS on the INDIANS IN MINNESOTA, due in state office MAY 1st, 1963.

Sent in by LWV of \_\_\_\_\_ by \_\_\_\_\_ on \_\_\_\_\_  
(League) (President) (date)

1. The federal government provides services for those who are  $\frac{1}{4}$  or more Indian and who live on tax-exempt land when these services are not available from other sources. About 70% of Minnesota's Indians are not eligible for these services.

The federal government should (\_\_\_\_ extend) (\_\_\_\_ maintain) (\_\_\_\_ reduce) this responsibility. Please comment.

2. The state should declare a policy of responsibility for (\_\_\_\_ all) (\_\_\_\_ part) (\_\_\_\_ none) of its Indian citizens. (If part, would you please attempt to define what part?) \_\_\_\_\_  
Please comment.

3. It has been proposed that a state agency or agencies be established to coordinate and develop programs which would benefit Indians. Do you (\_\_\_\_ approve) (\_\_\_\_ disapprove) of this idea?

- a. If you approve, will you check what you would consider to be the coordinating and developmental functions of such an agency or agencies?

\_\_\_\_ crystalizing intergovernmental relationships (jurisdictional problems)  
\_\_\_\_ economic development programs on or near reservations (including business management supervision and training)  
\_\_\_\_ education (scholarships, adult education, etc.)  
\_\_\_\_ welfare  
\_\_\_\_ health  
\_\_\_\_ law enforcement  
\_\_\_\_ guidance, employment and resettlement assistance for those leaving the reservation  
\_\_\_\_ other (specify what other)

- b. If you do not approve, but have said the state should declare some responsibility, how do you think that responsibility should be manifested? Please comment.

*Disc*

*Letter sent to attache?*

## LEAGUE OF WOMEN VOTERS OF MINNESOTA

15TH AND WASHINGTON AVENUES S.E., MINNEAPOLIS 14, MINNESOTA FE 8-8791

February 15, 1963

At a meeting on February 27th the Discrimination Study Committee of the League of Women Voters of Minnesota will consider the possibility of stimulating civil rights activities in Minnesota communities where there are Leagues. We are particularly interested in how this has been accomplished where there are citizens' committees.

I have been asked to head a small subcommittee to prepare a summary describing types of organization and activities which have already been successful. Our time is unfortunately very short; since the summary must be ready for mimeographing on February 25th, the subcommittee is meeting on Friday, February 22nd to assemble the information.

We should like your suggestions and advice. Would it be possible for you to write a paragraph or two with regard to your organization, covering some of these points:

1. How your committee was organized.
2. To what extent it represents a cross-section of the community.
3. Local problems you have dealt with.
4. State projects in which you have participated.
5. Any other suggestions you can offer.

Your reply can be informal and unofficial, since the material will be summarized and for the most part, names of individual organizations will not be used. Would you please send your reply to the address below. Thank you for your assistance.

Very sincerely,

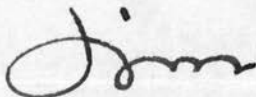
*Opal Gruner*

Mrs. John W. Gruner  
527 Seventh Street S.E.  
Minneapolis 14, Minnesota



From the desk of  
JIM MC DONALD

Persons on attached list are  
not necessarily chairmen of  
the committees, but are contact  
people.

A handwritten signature in dark ink, appearing to read "Jim". The signature is stylized with a large, looping initial "J" and a small dot above the "i".



<u>AREA</u>	<u>CONTACT PERSON</u>
Albert Lea	Raymond Delgado Maple Island Hollandale, Minnesota
Austin	Mrs. H. O. Galstad 1919 - 6th Avenue S.E. Austin, Minnesota
Central Mesaba	Stanley B. Carman 2713 W. 2nd Avenue Hibbing, Minnesota
Detroit Lakes	Mrs. Kent Rogstad Nason Bay Detroit Lakes, Minnesota
Duluth	Dr. Edward Flaccus 1343 Brainerd Avenue Duluth, Minnesota
East Range	Mrs. Thomas C. Muff 723 Douglas Avenue Eveleth, Minnesota
Fairmont	Mrs. Frank Jones 1375 Oak Beach Drive Fairmont, Minnesota
Faribault	Rev. Arthur L. Rustad 419 S. W. 9th Avenue Faribault, Minnesota
Fergus Falls	Philip M. Kjaglien 112 Lincoln Avenue W. Fergus Falls, Minnesota
Granite Falls - Montevideo	John W. Evans Easthome Farm, Black Oak Road Montevideo, Minnesota
Moorhead	Mrs. <sup>Hart</sup> Hatchett Moorhead, Minnesota
Owatonna	Mrs. John Hammel 323 Prospect Owatonna, Minnesota
Redwood Falls	Noah S. Rosenbloom Redwood Falls, Minnesota
Rochester	Donald T. Franke 835 - 10½ Street S.W. Rochester, Minnesota
St. Cloud	Jerome F. Bechtold Route 4 (Cold Spring) St. Cloud, Minnesota
Falcon Heights	Mrs. Rodney Olson (LWV) 1589 Hollywood Court Falcon Heights, Minnesota

1920-5<sup>th</sup> St. So.

Also Mrs. Raymond Latchaw  
2562 S. Shore Blvd.  
White Bear Lake 10, Minn.

cc - file - AD -  
AW -

FEB 18 1963

February 15, 1963

Mrs. O. H. Anderson, President  
Minnesota League of Women Voters  
15th and University S. E.  
Minneapolis, Minnesota

Dear Mrs. Anderson:

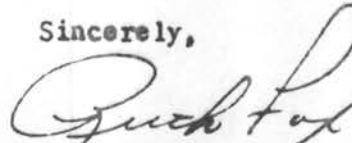
The Owatonna League of Women Voters is concerned about the consensus on the age factor. It is a basic league principle that league decisions are based on study before action. The information contained in the study material, problems of discrimination was one paragraph. In the consensus as announced in the May-June, 1962 Minnesota Voter, it is stated that "more information on the age factor also was requested." We feel that a consensus which admits lack of information is not valid and that no position from which to take a stand has been reached.

Our impression at the council meeting was that there was an expressed feeling of a need for more information, although there was no wish to pursue the discrimination item because of a desire to study the Indian problem.

It is our belief that until all leagues have arrived at a position after all facets of the age factor have been examined, with information on all the ramifications of an amendment to the fair employment law, that no action should be taken on any proposed legislation.

Since it is our feeling that no consensus has been reached, we would also object to placing this item on our program as a continuing responsibility for the coming year.

Sincerely,



MRS. STANLEY FOX  
817 Harriet Ave.  
Owatonna, Minnesota

cc: Mrs. Harold J. Watson  
2140 W. Hoyt  
St. Paul 8, Minnesota



## LOCAL CITIZENS' COMMITTEES ON HUMAN RELATIONS AND FAIR EMPLOYMENT PRACTICES

Part of the genius of the American people is their ability to organize themselves to meet any situation. At the present time in America, questions about human relations are troubling all thoughtful people. What should we be doing in our own community? Do we have problems now, or if it appears that we do not, is the attitude of the community such that we may have them as soon as we are faced with a real test? In many Minnesota communities a local Citizens' Committee on Human Relations has made an important contribution to social justice and the well-being of the state. The primary job of these committees has been education--self-education and community education. This means working with both adults and school children, bringing them up to date on human relations in general and examining their own community problems in particular.

It would be helpful if we could have many more such local committees.

### WHERE COMMITTEES ARE PARTICULARLY NEEDED

Perhaps the greatest need for local committees is in the suburbs which ring the large urban centers. The pattern in most American cities during the past decade has been a mushrooming, almost explosive, growth of the surrounding suburbs and a tendency for the heart of the city to fall into decay. Where prejudice and discrimination are not checked, it is assumed by many that non-white populations should be confined to the older housing abandoned by those moving into the suburban areas. This tends to ring the cities with a kind of grass-and-trees curtain very resistant to the entrance of minority group people, however qualified financially and otherwise. Since the suburban population tends to be homogeneous, the uninformed declare, "There is no problem here." Actually, here is our greatest housing discrimination problem.

Other communities where local committees can be particularly useful are those near military bases, where personnel sometimes have trouble in finding housing accommodations, and communities where large industries are bringing in employees from other parts of the country. Where government contracts are involved, some support from government administrators should be available.

There is much to be done in the vicinity of Indian reservations. College towns, also, have a unique opportunity.

### HOW MINNESOTA CITIZENS' COMMITTEES HAVE BEEN ORGANIZED

Citizens' committees on human rights in Minnesota have come into being in several different ways. Before the end of World War II the St. Paul Council on Human Relations and the Minneapolis Mayor's Commission on Human Relations had been set up in order to prevent the type of social disturbances involving minority groups which were occurring with alarming frequency across the nation. Each of these groups has a semi-official status.

In 1956 the Governor's Human Rights Commission and the state FEPC (now the State Commission Against Discrimination) spent many months in organizing local committees in key communities across the state. Each community was visited by a team consisting of at least one staff member and two or three temporary assistants--people with human relations background and experience. A courtesy call was paid to the mayor and to the head of the city council, to acquaint them with the nature of the project. Personal calls were then made on forty or fifty citizens of the town, including ministers of the various churches, one or two members of the League of Women Voters if there was a League, the editor of the local newspaper, the librarian, labor leaders, etc.

Each person was told of the work of the two state commissions and the plan to set up a local committee for the purpose of supporting their programs, doing an educational job in the community and helping to deal with local problems. Each person was asked to suggest people he would consider eligible for the committee. An attempt was made to gain insight into any specific problem situations in the community.

The staff committee then held a conference and selected about thirty names of capable and interested people whom they considered to be a representative cross-section. These names were submitted to the governor and from the list he appointed the citizens' committee. Each appointee received a personal letter from the governor. The thirteen official committees thus set up were the Albert Lea, Austin, Central Mesaba, Detroit Lakes, East Range, Fairmont, Faribault, Fergus Falls, Granite Falls-Montevideo, Moorhead, Owatonna, Rochester and St. Cloud Citizens' Committees on Human Rights and Fair Employment Practices.

In each community an organizational meeting was called. The local committee elected its own officers and working with the staff members of the two state commissions, planned programs of community education and action.

A shortage of money and staff has not only prevented the extension of this program to other communities; it has also curtailed services to the existing committees, so that they have been forced to rely on their own initiative to a greater degree than had been intended. The three professionals who constitute the total present staff of the two commissions try to respond to requests for speaking engagements, program helps and consultations. They also make available to the local committees educational materials such as a program guide and a questionnaire which is intended to help communities which are not certain whether or not they do have local problems. (Often the most deepseated problems are found where there is the least awareness of their existence.)

Duluth is an example of a community which, concerned with the urgency for preparing for effective implementation of the new Fair Housing Law, has decided not to postpone organization until such time as it would be possible for the state commissions to set up the machinery or for the governor to make appointments. They are proceeding on their own initiative, in consultation with the commission staffs. They fully appreciate the importance of including on their committee as representative a cross-section of the total community as possible.\* Accordingly, they accumulated a list of 60 or 70 names of people who were interested in human relations problems or who carried weight in the community. Included were religious leaders, employers-businessmen, the medical profession, the legal profession, real estate interests, civic leadership, law enforcement agencies, labor, minority groups, radio-TV, education, social welfare and housewives. About forty people have agreed to serve. One organizational meeting has been held and an interim committee of eleven has been appointed to hammer out details of organization. They may incorporate.

Committees of a fourth type have been organized in emergency or crisis situations or to meet specific needs. In this category may be mentioned the Joint Committee for Equal Opportunity of Greater Minneapolis, Inc., the Redwood Falls Committee, the St. Paul High School Youth Groups and groups which have successfully handled housing incidents in several of the Twin City suburbs.

\* One of the functions which a citizens' committee can serve is to heal whatever isolationism or factionalism exists in a community by bringing together people who do not ordinarily have contact with one another. Also, one basic principle in good human relations is to plan with members of a minority group, not for them.



Especially in the larger urban centers, more than one human relations organization--sometimes quite a number--are active. If a spirit of mutual understanding and cooperation prevails and programs are coordinated, this may be all to the good, since there is much important work which needs to be done and never enough workers to accomplish it.

#### LOCAL PROBLEMS AND HOW THEY HAVE BEEN HANDLED

Sometimes discrimination exists for years in a community with no evidence of its existence except the heartache of those immediately concerned and a vague uneasiness on the part of others. Occasionally, however, a problem bursts upon a community with a suddenness that catches everyone's attention and concern. Redwood Falls experienced the latter kind of situation last year when Reverse Freedom Riders arrived there.

When it became known that the "Riders" were coming, there was community-wide concern and some hysteria. Almost immediately, the community leaders went into action and organized a committee to handle the emergency. The mayor, leaders from the Chamber of Commerce, the City Council, the newspaper, civic workers, government employees, bankers, an attorney, businessmen, the Salvation Army and political leaders all worked together. These were level-headed people who knew that the rest of the country would be watching to see what Redwood Falls would do. They decided to meet the "Riders" with dignity and courtesy and to make them feel welcome. They arranged housing without splitting up the large family, and tried to find employment for them. Most important (and this should be done in every crisis situation) they called on SCAD and the Governor's Human Rights Commission for professional help. The Reverse Freedom Riders did not stay in Redwood Falls long because of the lack of employment opportunities there, but the committee will continue, since they are near an Indian reservation where they may be helpful. Chambers of Commerce from other parts of the state have written to find out how the committee was organized and what it did; some of them realize that any community should be prepared for such emergencies.

In St. Paul under the sponsorship of the National Conference of Christians and Jews Intergroup Youth (students from public, private and parochial schools) meets every two weeks to hear lectures on every aspect of race relations. Here is an example of building for the future. When these young people become civic leaders, they will have a fine background in human relations.

The importance of having a prepared and unified group in a community was demonstrated in one suburb when a group of women who had studied the League of Women Voters material on discrimination, rallied to calm an alarmed neighborhood when a minority group family moved in. These women reported a troublemaker to SCAD, distributed brochures and digests of the Fair Housing law to city officials and others, and held a coffee party for the new neighbor.

There is plenty of work to be done in any community. First, the publicity which accompanies organization of a new citizens' committee presents an opportunity to attract public interest in educational programs--panels, outside speakers, some local speakers. Set up a speaker's bureau and persuade other organizations to put on human relations programs of their own. Provide your speakers with kits of reliable information on such subjects as the effect on property values of an open occupancy pattern, and be prepared to stop destructive rumors with sound facts. Meet, or if possible, forestall opposition. One local committee put on a fair housing program in answer to a meeting against open occupancy which had been held by another group.

Help to inform city officials, employers and real estate brokers of the requirements of the laws and offer them the community support which will make it possible for them to give an all-out compliance to the spirit, as well as the letter, of the laws.



This can be done by conferences, luncheon meetings, sometimes by letter. There are over 8000 licensed real estate operators in Minnesota; so far SCAD has been able to contact about 400 of them.

Local committees can help to channel complaints of alleged discrimination to SCAD. Establish a working relationship with your local newspaper, radio and other communications media and supply them with educational programs and materials.

Police training and in-service training should include human relations content. A local committee should be informed about the best modern methods in this field and the program of the Governor's Human Rights Commission and other organizations. A member of one local committee was able to encourage city officials to employ on the police force a young man of Mexican origin. (There are Negro police in the Twin City area.)

In spite of our public accommodations laws incidents still arise. Local committees report discrimination in barber shops, hotels, restaurants, summer resorts, ballrooms. These are often handled very effectively by local groups, but the state commissions will gladly assist and advise whenever they are needed.

Important work is being done with public schools, and this kind of program should be greatly expanded. The St. Paul Council on Human Relations maintains a liaison with a teacher in each of the schools, provides auditorium programs, maintains an excellent human relations library and sponsors essay and poster programs annually for school children. The use of school buildings is sometimes the occasion for discrimination; one local citizens' committee took up the cause of a particular religious sect which was singled out for refusal of the use of a school building available to other denominations. They persuaded the school board not to discriminate.

Brotherhood Week represents an excellent opportunity to contact all the ministers in a town with the request that they exhort their congregations, not only at that time, but during the entire year, to work for equal treatment and justice for all people, regardless of their race, creed or national origin. This has already been done by the new committee forming in Duluth.

A particularly felicitous and significant event will be the March 15th all-day celebration and reception to be accorded to Minnesota's Carl Rowan, newly appointed ambassador to Finland, by the city of Virginia, which boasts of being the center of one of the largest settlements of Finns or Finnish-descent citizens in the United States. The roster of sponsoring organizations and civic leaders alone, occupies some eight inches of newspaper fine print.

#### CONCERTED ACTION ON THE STATE-WIDE LEVEL

Without the support of the informed and responsive leadership represented by the local citizens' committees, the small staffs of the state commissions could hardly hope to carry on effective state-wide programs. Here are channels for quick two-way communication as new developments arise. Here is potential grassroots support for appropriations necessary to implement the anti-discrimination laws and programs. Here will be groups with the background requisite to study and recommend to their legislators revision or strengthening of those laws. For example, most of the local committees are listed on the Fair Housing brochure as urging every person in Minnesota to give wholehearted support to the spirit, as well as the letter, of the law.

Statewide and regional conferences are held from time to time by the two state commissions, to bring together representatives from the different committees, in order that they may exchange views and experiences and may seek new solutions for common problems.

The more communities which set up committees to participate, the more significant and representative will be the program which evolves.

League of Women Voters of Minnesota  
University of Minnesota  
15 8 Washington Avenue S. E.  
Minneapolis 14, Minn.

League of Women Voters of Minnesota, February 14, 1963

The League of Women Voters of \_\_\_\_\_  
responded in the following ways to the TIME FOR ACTION  
on Budget for SCAD (State Commission Against Discrimin-  
ation):

signed: \_\_\_\_\_



# TIME FOR ACTION

Item 4

Your Senator or Representative or both serve on the House Appropriations or Senate Finance Committees. Both these committees will be considering the budget for the STATE COMMISSION AGAINST DISCRIMINATION soon.

ON  
SCAD

As you know, when the League decided to support legislation as a necessary means of eliminating discriminatory practices, the commission method of enforcement played a large part in that decision. Like other citizens and the legislature itself, we recognized the strong need for an educational approach to this problem.

February 14, 1963

League of Women Voters of  
Minnesota, 15th & Washington  
S.E., Minneapolis 14

SCAD requested an amount\*that would triple last year's services. They felt this was reasonable and probably less than the minimum needed for the following reasons:

- 1) FEPC has always operated with a skeleton staff and in the eight years of operation has had no budget increase except for merit increases for the staff.
- 2) There are city Fair Employment Practices Commissions which have serviced employment complaints in the metropolitan area. There are no similar local housing agencies so the state commission will have to carry the load for the whole state.
- 3) In the first month of operation there were 10 housing complaints compared to no employment complaints in the same period. In all of last year there were 23 employment complaints. Thus it appears that their responsibility will have more than tripled.
- 4) Governor Andersen has listed 55 towns where he wants Human Rights Citizen Committees established. SCAD and the Governor's Human Rights Commission will be charged with servicing these Committees.

Governor Andersen has already cut SCAD's request for funds 40%. We urge you to let your legislators know that you want a strong commission that can perform its educational as well as its complaint-processing function.

## HOUSE APPROPRIATIONS COMMITTEE MEMBERS where there are Leagues

<u>Representative</u>	<u>Home Town</u>	<u>District</u>	<u>League</u>
Anderson, John T.	St. Paul	43	St. Paul
Clark, Otto E.	Osakis	25	Alexandria
Farmer, Lyle T.	St. Paul	49	St. Paul
Flakne, Gary W.	Minneapolis	35	Minneapolis
Head, Douglas M.	Minneapolis	38	Minneapolis
Kirchner, W. G. (Bill)	Richfield	32	Richfield
Mahowald, Robert	St. Cloud	27	St. Cloud
Munger, Willard M.	Duluth	59	Duluth
Rutter, Loren S.	Kinney	63	Hibbing,
Searle, Rod	Waseca	8	New Richland
Skeate, John P.	Minneapolis	41	Minneapolis
Slater, Daniel J.	St. Paul	49	St. Paul
Volstad, Edward J.	Minneapolis	34	Minneapolis
Voxland, Roy L.	Kenyon	6	Red Wing
Wee, Reuben	Balaton	19	Worthington
Fena, Jack	Hibbing	63	Hibbing,

## SENATE FINANCE COMMITTEE MEMBERS where there are Leagues

<u>Senator</u>	<u>Home Town</u>	<u>District</u>	<u>League</u>
Dunlap, Robert R.	Plainview	3	Rochester
Harren, Henry M.	Albany	26	St. Cloud?
Davies, John T.	Minneapolis	42	Minneapolis
Rosenmeier, Gordon	Little Falls	53	Brainerd
Carr, Homer M.	Proctor	59	Duluth
Child, Fay George	Maynard	22	Granite Falls
Dosland, William B.	Moorhead	56	Moorhead
Lofvegren, Clifford	Alexandria	25	Alexandria
McKee, John	Bemidji	64	Bemidji
Mitchell, C. C.	Princeton	28	St. Cloud?
Nelson, Harold S.	Owatonna	8	Owatonna
Olson, John L.	Worthington	19	Worthington
Popp, Harold R.	Hutchinson	14	Hutchinson
Westin, Leslie E.	St. Paul	48	St. Paul, Maplewood, No. St. Paul, W.B. Lake

\*( \$209,000 )

Note enclosed card for reporting response to this TIME FOR ACTION; also Legislator List.

League		League		Comments
Albert	L			
Lee	U			
	M			
Alexandria	1	1		Want more vocational training, counseling for urban living, adult educ. concerning maternal & child care. This may end up to be least costly after all. Alex. Lwd shown great interest in Indian study. Feel that problems of Educ. & welfare must be considered together.
	U			
	M			
Anoka	L	1	1	Indian Commission should set up agency in Twin cities to help integrate Indians moving there. Would like scholarships in Med., Educ., etc. for Indians agreeing to return to reservations for stipulated time.
	U			Indian Commission should set up vocational training with in-service pay.
	M			<del>State should administer welfare funds.</del> Indian Commission inadequately financed. Need more remedial programs. Perhaps domestic Peace Corps.
Arden Hill	1			More vocational training.
	U			Minority felt Indian should get no special treatment - "Just a plain Amer. citizen".
	M			
Austin	L			
	U			
	M			
Battle Lake	L			
	U			
	M			
Bemidji	L			Remedial programs should be based on education - adult, vocational, rehabilitation, & more public school programs. Support legislation for coordinating existing agencies & programs. Strengthen Indian Affairs Com.
	U	3	3	Split here - feel local control means more effective control. Long Range Planning
	M			except for one unit. Want County Control & Administration
Bloomington	L	1	1	with state money. Strongly support vocational training, adult educ., on health, child care, etc, especially for those on public assistance. Want to support this type of legislation. Want more scholarship money. Want to preserve Indian culture on reservations. Active Indian Commission.
	U			Want state control of welfare under the Indian Commission.
	M			Want remedial programs only under existing legislation.
Brainard	L			Want salaried co-ordinator for Indian Commission.
	U	2	2	
	M			
Broslyn Center	L	1	1	Favor ADC but want close check to be sure the children benefit.
	U			Want more education, scholarships, counseling, & training for urban living. Costly now but cheaper in the long run. Support legislation for above.
	M			Want to hire Exec Secy for Indian Commission.
	F			
<div style="display: flex; justify-content: space-between;"> <div>             Name Sheet              "Local"              State Standard              Local Standard              Reading              AD C &amp; P              Admin Costs           </div> <div>* ADC 7 chronically unemployed</div> </div>				









	Local	State	Indian	Admin	Comments
Maplewood	1	1	1		Want local administration but state standard & money. Have wide variety of remedial programs in health, vocational training, job training apprenticeship programs, counseling. Remedial not sustaining.
Minneapolis	30	18	16	23	Strengthen Indian affairs comm. Want staff hired. Not enough info. to decide about ADC 12 want state finance, but local control. Have counseling for urban living, vocational retraining & counseling, health educ., home management, child care. State scholarships for HS & junior HS
Minnetonka Village	1	1	1		Standards should be based on local living conditions. Have remedial programs - less expensive in long run.
Monkton	1	1			Standards should consider local living index Want reevaluation of present programs to determine if they can be extended to cover new situations Want HWV action in life. Support Commission
Mound	22	22	22		(Made up own questions - eg Philosophy is "Of one Indian stands, all Indians stand" Q: Can it be changed? Should it be changed?)
New Richmond					Want remedial programs! Obviously poorly informed consensus on Welfare section, want Exec. coordinating Director for Indian affairs who will work with the Tribes too,
New Ulm					
North St. Paul					
Oakton	3	3			Feel emphasis on <u>Welfare</u> is wrong, - not the real solution. Want remedial & educ. programs. Follow recommendations of Indian Commission, & want suff. funds for Commission. Want consolidation of agencies dealing with Indians. - feel this would save money & manpower. Want Legislation only in above areas.
Red Wing	1	1			Want remedial programs benefiting all people on Public Assistance - do not want to single out Indians.





# Comments

<del>Shawnee</del>	X	X	X	X	1
Silvers	U				
burg	M				
<del>Wash</del>	L				
<del>Beck</del>	U	1	1	1	1
<del>Shawnee</del>	M				
Smith	L				
St. Paul	U				
	M				
Virginia	L				
	U				
	M				
Chazy	L				
	U				
	M				
Wells	L				
	U				
	M				
<del>Shawnee</del>	L	X	X	X	1
<del>Shawnee</del>	U				
Shoreview	M				
White Bear	L	1	1	1	
Lake	U				
	M				
Wellman	L	1	1		
	U				
	M				
Washington	L				
	U				
	M				

State standards + finance - local control + admin. following a definite system set up by the state.  
 Education + vocational training emphasized  
 Strong feeling that attitudes of whites must change or problem will persist. If we want Indians to help develop, we must help them.  
 Strong support for self help programs + desire for vocational training

Peace corps plan to raise living standards  
 Strong support for educational + vocational programs

Not enough information on ADC  
 Tell we can afford to spend on education for Indians with  
 hope that education would reduce future welfare costs.  
 Lively discussion with members feeling strongly that Indian legis. is a close-to-home even.  
 Essential to have vocational retraining, counseling for urban living, adult educ. program.  
 Want LWV to act in legis. Strengthen commission full-time staff.  
 Want county administration of welfare with state standards + finance.  
 Counseling for urban living.  
 Strong support for remedial programs - In next row - lower cost later.  
 Emphasize commission, education, vocational retraining  
 Should be leader  
 Becker shouldn't receive aid if other counties don't.

Finance  
 State  
 General  
 Local  
 State  
 Local Control  
 Standards  
 Welfare  
 ADC  
 Admin. & Costs  
 Welfare

	I	II	III	Indian Consensus - due May 1, 1963	L = League V = units M = members
League	L U M	L U M	L U M	Comments:	
ALBERT LEA 1 2 3					
ALEXANDRIA 1 2 3	1	1	1	Drop land requirement. Fed. govt. should help finance state agency functions.	
ANOKA 1 2 3	1	1	1	Agency should coordinate volunteer agencies (other) & all agency functions. Drop land requirement. Fed. govt. should assist indiv. reservations & extend services to those leaving or off. Don't distinguish between non political agency to coordinate. Indians must part of decision making.	
ARDEN HILLS 1 2 3	1		X	Expected goal: cessation of financial aid - place Indians made available to all citizens. BI bill for Indian education. Wanted further study before deciding state responsibility agency & educ., law enforcement, guidance. Some like econ. dev. in reservation areas - some call it "happy trail".	
AUSTIN [LATE-MAY 6] 1 2 3	7 33 2	7 52 22	7 31 31	Extend federal financial help - admin. locally. One-Paid ↓ eligibility - some all states should share. Need criteria should be used in aid. All functions Want agency to be authorized to act.	
BATTLE LAKE 1 2 3		1		Kep state responsible Treat as any other citizens	
BEHINDJI 1 2 3		1	1	2 units felt they couldn't reach any decisions yet as to how to solve problem. 1 unit- state should assume responsibility for all Indians, fed. govt should shift more responsibility to state. & all agency functions	
BLOOMINGTON 1 2 3	3 2 8	5	6	All functions. Want coordn. of volunteer groups. Representation from all tribes. Issue their culture. Guidance & educ. 1st concern. Might get fed. financial help, but state admin.	
BRAINERD 1 2 3					
BROCKLYN CENTER 1 2 3	13 18 8	30 8	38	Fed govt should extend or maintain its responsibility - but expected goal - lessen. Some feel med factor should be established for aid. Plans should be carried out with Indians. All agency functions Stressed crystallizing functions, guidance, econ program.	

L U M L U M L U M

BUFFALO	1	1	1	all agency functions - stress education scholarships, adult educ. State responsible as for all citizens
2	1			
3				
CASS LAKE	1	1		No agency. Indians shouldn't be treated differently. Eventual goal self-sufficiency of Indian. Maintain services till this is accomplished
2	1		1	State responsible for Indians as for all citizens.
3				
COLUMBIA HEIGHTS	1	1	1	educ, welfare, health, guidance. Resp. shouldn't be shouldered by country of residence
2				
3				
CRYSTAL	1	11	13	20
2	5	11	2	Drop land requirement to allow more chance to integrate. More help thru ARA. Fed. govt should always remain responsible for those who <del>wish</del> want to remain on reservations. Too much red tape federally. State closer to problem. Need change. State resp. for those same federal help. <sup>state PWA? Tax breaks? Tourism trade? Shipping goods?</sup>
3	8	0		
DEEPHAVEN	#		1	(Poor attendance & difference of opinion - not clear cut consensus)
2	1	1	3	
3				
DULUTH	1	1	1	2nd govt financial responsibility - since they put Indians in certain states
2				14 Indian OK, but not tax exempt land requirement - It encourage Indians to stay on reservation
3				Agency with all functions listed. Don't want special legis. for Indians, but = treatment with others
EDINA	1	1	1	all functions - single agency. Land requirement unrealistic in view of mobility. Some feel state closer to problem & can appreciate it better than Fed. govt. Could have counselling services for those wanting to leave reservations. <del>Some</del> 1/4 feel state should be responsible for all, partic. if fed. reduce <sup>any</sup> non-feder. agency.
2				
3				
EXCELSIOR	1		17	23
2				Single coordinating agency wanted - stress econ. dev., educ, guidance
3				Fed. govt should maintain financial responsibility
FALCON HEIGHTS	1	17	18	21
2		9		all functions. Indians are citizens - ward concept should be abandoned. Aid should be more than mere subsistence. Those to reduce federal aid want it long range program.
3	10			Want more coordination. Want center in Twin Cities for guidance & advice.
FARIBALT	1	1	1	State should be responsible for health, welfare & educ. of all Indians, regardless of residence & without infringing on federal jurisdiction of reservations.
2	1			all agency functions - add "clarify legal status of Indians"
3				



L U M L U M L U M

FERGUS	1				
FALLS	2				
	3				
FRIDLEY	1	78	36	35	1 all agency functions. State admin. of federal funds. Drop land requirement, drop "unless these services are not available from other sources". Add a <u>need</u> clause.
	2	6			Special responsibility should continue till majority are self sufficient.
	3	2			
GOLDEN	1		1	1	
VALLEY	2				
<u>May 3</u> <u>Late</u>	3				Some feel need more study. "Project Awareness" useful idea
GRANITE	1	1		1	Extend financial responsibility with state administration. State should be responsible for Indians as for all other citizens. Need coordination of services. Goal should always be rehabilitation & self-sufficiency. Don't want agency as much as coordinator - unless necessary
FALLS	2				
	3				
HIBBING	1	1		1	1 all agency functions
(Haskell report)	2	1			
	3				
HUTCHINSON	1	1		1	1 all - no comment.
<u>Late</u> <u>May 3</u>	2				
	3				
JACKSON	1				
	2				
	3				
MAHTOMEDI	1				
	2				
	3				
MAPLEWOOD	1	4	5	8	1 all agency functions. <del>State</del> State responsible for all citizens - esp. should help 70% not helped formerly. Fed. govt has responsibility too. Create, rehabilitation more imp. than emergency principle
	2	5	3	1	PEACECORPS approach mentioned
	3	1	1		
MINNEAPOLIS	21	24	31		Drop residence requirement. Fed. govt has financial responsibility. All states should share costs. Fed. govt should extend services now come from <sup>most</sup> state units, <del>commitment</del> to State responsibility for all citizens but must cooperate with Fed. - tribal govt re Indians. Some state should share part of financial burden. Some that <del>state</del> <sup>state</sup> should be responsible for those not covered by Fed. 1 all agency functions.
<u>LATE</u>	2	12	11		Uniformities & reimbursement in welfare health mentioned, relocation center in Mpls., national guidance - training
	3				

L O M L O M L O M

MINNETONKA	3	1	1	Fed govt drop land requirement State should stress health & education - Agency should coordinate volunteer groups. All agency functions - 2 units left out law enforcement. Upgrading education should be made mandatory. Goal should be self sufficiency for Indians. Services should be extended as necessary & should be given equally to all Indians. Want non-partisan agency.
VILLAGE 2	3			
3	1			
MOORHEAD	1	1	1	
2	1			
3				
MOUND	1			
2				
3				
NEW RICHARD	1		1	All agency functions. State should assume responsibility for those not on reservations.
2	1	1	1	
3				
NEW ULM	1	1	1	All functions, esp. educ. & law enforcement. Reduction of federal aid should be contingent on estab. of state agency. <del>Fed govt</del> All states should share cost of Indian services in states where there are Indians.
2				
3	1			
NORTH ST. PAUL	1	1	1	All agency functions. Full commission could aid transition from federal to state services & clarify state-federal relationships. Full all kinds of govt need to declare their responsibility.
2				
3	1			
OWATONNA	1			Questions ambiguous & too broad for specific legislation. Off reservation is minority problem - here attitudes can't be legislated. Emphasizing education thru existing dept. education. Use already established agencies - not new ones.
2				
3				
RED WING	1		1	All agency functions. Ideally should have federal subsidizing of program & state administration over 25-30 years, federal aid could be reduced as Indians become self sufficient & state can take over responsibility. State must assist those off reservations. Education important.
2		1	1	
3				
RICHFIELD	1	1	1	Fed govt services now with essential goal of self sufficiency. Federal financial help important now. Change residence requirements for welfare & welfare standards - Health - half fed we should continue present set up - Law enforcement - no.
2				
3				
ROBBINSDALE	31	29	34	All agency functions (other) - paid group to work on reservations with adult education, recreation, etc. Federal government should extend service but long range goal reduce service.
2	3	5		
3				

L U M L U M L U M

ROCHESTER	1				
	2				
	3				
ROSEVILLE	1	1			Eventual reduction of fed. resp. State should assume responsibility to see federal aid used. Emphasize educ., employment & guidance; all agency functions. Wherever possible legis. should be geared to general public - not specifically Indians.
	2	1			
	3				
ST. ANTHONY	1		1		All functions - but must be non-partisan. State should be responsible for off reservations Indians. Drop land requirement, want federal financial support & local admin.
	2	1			
	3	1			
ST. CLOUD	1		1		All agency functions. Law enforcement should be non-discriminatory. Drop land requirement. State should step in when Indian ineligible for local assistance. State - Federal service should be coordinated.
	2				
	3				
ST. CROIX	1			15	<del>At</del> Fed. govt should maintain resp. in health & educ. Eventual termination & abolish reservations.
VALLEY	2	1		4	All agency functions, but mostly want coordination of existing services.
	3	1		4	
ST. LOUIS	1	53	18	72	
PARK	2	17	63		
	3	11		9	
ST. PAUL	1	1	1		12723 units. State should assume administrative responsibility with federal funds. All agency functions - sufficient funds. State has equal responsibility for all its citizens.
	2	1			
	3				
SHOREVIEW	1	1	1		Eventual goal - integration & rights & responsibilities of citizenship. Now remove land requirement. State should give Indian benefits of citizenship - schools for training, job opportunities. Agency cannot be voluntary & part time - OTHER: Don't destroy culture. Strong for coordinating agency.
	2	1			
	3				
SILVER	1		17	19	All agency functions. Fed. should extend education - reduce others. Indian affairs civil service.
BAY	2	5	2	6	Prefer to have state responsible rather than Fed. govt. They are based on need. Must be made self-sufficient & then deal with as any other citizens.
	3	20	6		
SOUTH	1				
ST. PAUL	2				Need more study to answer questions.
	3				



L U M L U M L U M

VIRGINIA	1				
	2				
	3				
WAYZATA	1	1			all agency functions. Fed. govt should at least maintain present support. <sup>we can't wait for</sup> Fed. govt.
	2	1			State must develop programs. Make use of Fed. funds where available. Emphasis should be on dev. of Indians as individuals. Want self sufficiency as ultimate goal.
	3				
WELLS	1		1		Feeling that sooner we could make Indian self sufficient - sooner they'd be integrated
	2	1			State - federal cooperation essential. State could be closer to Indian problem than Fed.
	3	1			all all functions but economic development. Education & guidance stressed
WEST	1				
ST. PAUL	2				
	3				
WHITE	1	15	46	59	One agency - not agencies adequate funds - Reevaluate agency every 8 years.
BEAR	2	44		1	State should be responsible for all citizens incl. Indians
LAKE	3	1	1	2	Gradual transfer of responsibility to state. Vocational training especially.
WILLMAR	1		1		"We had a great deal of trouble with the wording of the questions. What do you mean by 'responsibility' - what kind?"
	2				State responsibility - but federal aid for a while
	3	1			
WORTHINGTON					
	2				
	3				
CHISHOLM	1				
	2				
	3				

Federal govt should extend services	L U M	Agency	L U M	42 Leagues counted
	13 10 169	Approved	24 15 323	4 late
maintain	9 10 100	Disapproved	0 1 14	
curtail	5 2 60	Undecided	0 0 9	
State responsible				25✓
all	21 11 193			
part	8 3 98			
none	0 1 7			

# STATE OF MINNESOTA

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## Digest of Proposed Minnesota Bill Against Discrimination in Housing

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Senate File No. 750

House File No. 867

By the Minnesota Council for Civil and Human Rights  
655 N.E. Pierce Street — Minneapolis 13, Minnesota

# DIGEST OF PROPOSED MINNESOTA BILL AGAINST DISCRIMINATION IN HOUSING

*The proposed amendment provides that the public policy of the state is to foster equal opportunity for all individuals regardless of their race, color, creed, religion or national origin, and to safeguard their rights to obtain and hold housing and other real property without discrimination. The law declares the opportunity to obtain housing and other real estate without discrimination to be a civil right.*

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## **Administration:**

The proposed law changes the State Fair Employment Practices Commission to a State Commission Against Discrimination. Commission membership would remain at nine members, one from each Congressional District, appointed by the Governor with the advice and consent of the Senate. The new State Commission Against Discrimination would administer both the fair housing and the fair employment laws.

## **Coverage:**

The law would prohibit discrimination in all transactions involving real property carried on by an owner, lessee, sub-lessee, assignee or managing agent; real estate broker or salesman as defined by Minnesota Statutes, Section 82.01, subdivisions 4 and 5; banks or other financial institutions or lenders.

## **Exceptions:**

The rental of a portion of a two-family dwelling where one unit is owner occupied; the rental of rooms in a one-family accommodation occupied by the owner; the rental, lease or sale of a one-family dwelling, owner occupied, not defined as a publicly assisted housing accommodation; and selections made by religious institutions supplying accommodations in real property exclusively or primarily from members of its own religious denomination.

## **Unfair Practices:**

Discrimination on grounds of race, color, creed, religion or national origin in any transaction involving the renting, leasing or purchase of real property or the terms, conditions or privileges of the transactions; discrimination in granting, extending or making mortgages or providing financial assistance; and discrimination in the showing or handling of property for rent, lease or sale.

## **Procedures for Enforcement:**

The amendment provides that the same procedures be followed in securing compliance with the law against discrimination in housing as are now in effect under the fair employment practices law. These include investigation, conference and persuasion by the Commission, a public hearing before a board of review and ultimate review and enforcement by the district court. The Commission is also charged with the responsibility for positive work with those responsible for housing policy, using its powers of education and persuasion to secure compliance with the law.



C. M. Wilson

September 16, 1963

TO:

The State Board: League of Women Voters of Minnesota

FROM:

The Rochester League of Women Voters

Interim Report- Re Human Rights

State and National messages stressing the desirability of local action in the field of human rights have reached the Rochester League at a touchy time.

When we discussed the possibility of action in this area at our last Board meeting, in late August, we were at a loss to know what would be desireable, or practical, for us to attempt here. Our pooled knowledge of the problems faced by local minority groups was, to put it mildly, inadequate. In view of this deficiency, we voted to form an ACTIVE standing committee to investigate what problems, if any, existed here: what action, if any, was being taken by other local groups. This committee will report back to the Board at our next meeting- on September 30- at which time we hoped the Board would be in a better position to judge what action the League in Rochester might usefully undertake. At this meeting we also agreed that we might at least make it clear that qualified women of any race are eligible for League membership. At that time this seemed a rather feeble effort, since it seemed unlikely that any of the few colored women we knew of in this community had either the time or the desire to join the League of Women Voters.

Since our last meeting, however, our community- with its longtime stable and all but invisible little colored population of fifteen families - has been shaken by the arrival of Mr. George Gibbs, the new assistant personnel manager at I.B.M. He is Negro. The rumors, alarums, and flurries of speculation generated by

his arrival and subsequent house-hunting activities here would be almost funny were it not so distressing to find that what we thought was a very special town is, in this realm, all too depressingly normal. Kafe klatsch discussions we have heard lately might have led an uninformed listener to conclude that the entire colored population of the Katanga Province was scheduled to move into our town. A lot of people in Rochester- a lot of League members here- are undergoing agonizing reappraisals of hitherto comfortably held attitudes. Whatever their views might ideally be, a great many people here are unnerved both socially and financially at the practical possibility of having a Negro as a neighbor.

In keeping with the decision reached at our last Board meeting, Mrs. Gibbs was invited to attend a unit meeting--as were many other newcomers to town this month. She was received pleasantly, of course, by everyone there and later, after the meeting, said she had enjoyed it and would like to come again.

Since it was my unit, and, after consulting our president Marje Adams, it was I who invited her, I might say a little more on this subject. Mrs. Gibbs was received pleasantly by all, but more pleasantly by some members than by others. I think this is normal enough: most of us in our sheltered lives have simply had little or no experience in dealing with a colored woman on equal terms. At least one member asked hopefully if Mrs. Gibbs would be settling in a unit more out in her neighborhood, and there may be a few other members who harbored similar hope. I think these few members fear her presence might be constraining and certainly, if she joins us, discussion in the human rights area will be less free than before. For a downcast hour or so after our meeting I wondered if any member might be discomfited enough to drop out of our unit should Mrs. Gibbs return; if

she should be invited to a different unit; if I should ASK my unit members individually, how they felt before going on. However I talked to Marje, who was soothing, and later to Mary Faucett who gently put things back into perspective by pointing out that while Mrs. Gibbs should have no special favors, she should certainly be treated Just Like Anyone Else. And so she shall be. My unit is not a neighborhood unit; it's in desperate need of new faces since mine was the last new one to join it- and that three years ago; if Mrs. Gibbs were white i'd never have dreamed of running a popularity poll on her before bringing her back.

Our standing committee is three and since we've not had our post-assignment meeting, I don't know what our report to the Board will be. Dorothy Callahan was to talk to a member of the school board; Bea Montgomery was to contact a gentleman who organized (with more idealism than practicality) our local civil rights sympathy march; I was to talk to Don Franke who, while in the legislature was one of the authors of our state anti-discrimination laws. Mr. Franke was extremely helpful and invited me to sit in on a meeting of a citizen committee formed here a year ago to work on fair housing and accommodations for minority group members. This I did, last Wednesday.

I don't know what the committee findings will be or what action, if any, the Board will recommend when it hears them. But I might as well include here--while the State Board has a chance to advise or comment-- what my own two weeks of rumor-listening have led me to feel the League could best do here. The Gibbs are finally installed in a nice apartment, but they are planning to look for a house. One other colored family was hired by I.B.M. last week. At least two more colored families will probably be hired there during the next few months. The Mayo Clinic has,



in the past, accepted some colored doctors for its fellowship program. To date we have not had a colored fellow (resident); apparently the Clinic was not THEIR first choice of the programs accepting them.

I think we here in Rochester are incredibly lucky that our problems in the area of human rights are coming to us so late- are so small- and that they are so potentially manageable. At the moment, I feel our efforts should be within our own League. I know of at least one study (Ford Foundation) on the effects of minority neighbors on neighborhood real estate values which might do much to allay the financial fears people seem to feel at the sight of a colored househunter in their neighborhood. Our League has over two hundred and thirty members: each of whom is likely to be faced with the POSSIBILITY of a Negro neighbor during the next year or so as these new families begin to search for homes. If we can give our own members facts which could help them be calmer potential neighbors of our new Negro families and if our units can pleasantly absorb any of these new women who might be interested in League, I think we'll have made a significant contribution to our community in this area.

Respectfully submitted,

Mrs. Edward P. Didier  
Rochester Board  
Bulletin Editor

November 18, 1963

Miss Mary Louise Nuelsen, President  
League of Women Voters of New Jersey  
460 Bloomfield Avenue  
Montclair, New Jersey

Dear Mary Louise:

C  
O  
P  
Y

It is interesting that you should ask our experience in and suggestions for carrying out community surveys in the field of race relations. This item has been on our state Program in various forms for many years as we have worked for non-discrimination in employment, housing and public accommodations. At no time in this long period of study and action have we attempted any kind of survey.

In working with those specializing in this field we found many surveys usually prepared by those especially trained for this. Our Urban Leagues have up-to-date information that is made available to us (as do other agencies working more directly with discrimination than does the League). Your larger communities must have Urban Leagues that would make their survey results available to local Leagues.

Those who are trained and have had experience in the field have recommended to us that our untrained members not be required to make such surveys. If they feel the need and wish to undertake a broad general survey such as outlined in the national Memorandum, they should be encouraged to do so keeping in mind League purpose and the individual's responsibilities.

We feel that we can make the better contribution in the area of human rights by first recognizing that there are problems of discrimination in all our communities and then assuming the responsibility for informing all citizens of the laws as they relate to discrimination.

We have had a workshop on community action in human rights the purpose of which was to discuss the forms, functions, and methods of setting up citizens' committees. We are urging our local Leagues to work with other citizens in their communities while we on the state level work with the State Commission Against Discrimination and the Governor's Human Rights Commission (state agencies charged with servicing such committees) in an attempt to insure the establishment of volunteer citizens groups determined to draw the ideal and practice of civil rights closer together.

The League of Women Voters of Minnesota is represented on

Miss Mary Louise Nuelsen  
Page 2  
November 18, 1963

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the Minnesota Women's Committee on Civil Rights. This state organization was inspired by and modeled after the National Women's Committee on Civil Rights. The primary purpose of our state committee is to serve as the clearing house for information in the area of civil and human rights. Last week the committee sponsored a very successful conference on "Civil Rights in Minnesota: Problems-Programs-Prospect" that was well attended including many League members. We recognize the fact that the League cannot expect to accomplish much in this field if we are to work alone. By working with a coordinating group such as our newly organized state committee we hope to more effectively channel the efforts of all groups working in the field of civil and human rights. Perhaps this sort of activity on your part would be of more value to your local Leagues than trying to provide specific guidelines for them.

We will be interested in hearing the results of your work.

Sincerely yours,

Mrs. William W. Whiting  
President



DEC 31 1963

December 28, 1963

Mrs. Robert J. Phillips, President  
League of Women Voters of the United States  
1026 Seventeenth Street, Northwest  
Washington 6, D.C.

Dear Mrs. Phillips:

In August the Minnesota Women's Committee for Civil Rights was organized. I represented the League in the early stages of organization and since that time a member of our state Board has served on the Steering Committee of this group whose original purpose was to serve as the clearing house for information in the area of civil and human rights.

In order to acquaint Minnesota women's organizations with local civil rights problem areas and remedial programs the Minnesota Women's Committee on Civil Rights sponsored a conference in November. Participation in this conference was restricted to women delegates with many local Leagues represented. This was considered a successful conference and the delegates were emotionally aroused by Miss Shirley Smith, the executive director of the National Women's Committee on Civil Rights. This conference did not, however, consider what might be the contribution of the participating organizations nor the continued role of the Minnesota committee.

As a result of this and because of increased pressure from Miss Smith, some of the leaders want the Minnesota committee to become an action group. We explained League position on this in the organization stages. We are not the only organization represented on the steering committee which believes our Minnesota committee has value as a clearing house for all the women's organizations which have something to contribute to the civil rights movement rather than as an action group.

Because of disagreement on this the effectiveness of the committee is being jeopardized. There is the feeling that a great deal of pressure for the action group is coming from the national committee through Miss Smith and that our committee is patterned after and should follow the example of the national committee. Your July 15 MEMORANDUM led us to believe the national committee was formed for the purpose of providing a clearing house for interested organizations. What has happened on the national level to change this or are we being misled?

Mrs. Robert J. Phillips  
Page 2  
December 28

We would appreciate more specific information on the work of the national committee and suggestions for our working with our state group so that we can continue to make constructive contributions to this group.

With best wishes for the New Year,

Sincerely,

Mrs. William W. Whiting  
President

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December 4, 1963

Mrs. Ray Bolz  
16104 Aldersyde Drive  
Shaker Heights, Ohio 44120

Dear Jean:

Mrs. Whiting asked me to respond to your letter of November 15, 1963.  
May I say I am very glad you asked that question.

In 1955, the Minnesota Fair Employment Practices Law was passed with League support. As early as 1949, the Minnesota League was engaged in a broad study of civil rights in our state. The only position to come out of that early study was support of the principle of employment on merit. In 1961, the Minnesota legislature passed a fair housing amendment to our employment law. We had at that time no position on housing, and we were neither able to support nor oppose the legislation. In fact, it was because of member concern over our inability to act and the fact that it affected our continuing responsibility to protect the fair employment law that we adopted a discrimination item once again at our 1961 convention.

As a result of that study, we took the following position: "The League of Women Voters of Minnesota opposes discriminatory practices which deny rights to any citizen on the basis of race, color, creed, national origin or age. Anti-discrimination legislation, enforced by commission administration, is a necessary means of eliminating such discrimination. We support the present legislation regarding employment, real property, and public accommodations as partially achieving this end." Our position means support of: 1) the 1961 amendment to the FEP law regarding the sale of real property and the establishment of the State Commission Against Discrimination; 2) adequate funds and personnel for SCAD; 3) an age amendment to the employment law; 4) administration by SCAD of the public accommodations law; and 5) following the operation of all of these laws with a view to strengthening and improvement.

What areas does the law cover? I am enclosing a copy of "Anti-discrimination Laws of Minnesota" which was compiled by the office of the state attorney general. In it you will find (pp. 5-15) the provisions of our State Act Against Discrimination.

Has there been public acceptance of or opposition to any or all of its provisions? When the bill was up for consideration by the legislature, there was lengthy debate both by legislators and the public regarding



its merits. It probably had more hearings than any other bill of that session. The law did not become effective until January of this year. We find some people who want the bill repealed and those who want it made stronger. Generally, there has been wider public acceptance than opposition. However, those who favored its passage, particularly churchmen who gave it strong support, have felt it advisable to embark on a rather elaborate educational campaign, and we find discrimination in housing to be a frequent topic in church groups, women's clubs, etc.

Has it been tested in the courts? No. However, William B. Lockhart, Dean of the Law School of the University of Minnesota, holds that if it were so tested, it would be found to be constitutional. It seems to be of significance to me that the opposition has not attempted to have it tested.

Has it resulted in any lessening of discriminatory practices? This is difficult to say. It has certainly changed the climate of the state. All citizens are more aware of the issue than they were before the law was enacted. Also, it is being enforced which means that when a complaint is registered and found to be legitimate, it lessens the discriminatory practice in that instance.

We are in the process of reproducing our publication, "Problems of Discrimination," which might be useful to you. I will have one sent to you when they are available. Also, you have a man living in Cleveland, employed by the Urban League, Mr. Ernest Cooper, who worked diligently on the framing of Minnesota's law and its passage. I am sure he could be of great help to you. If you do contact him, please give him my warm regards.

I hope this satisfactorily answers your questions.

Sincerely,

Mrs. Harold Watson  
Chairman, Indian Study Item

Mrs. John T. Smiley  
4729 Aldrich Avenue South  
Minneapolis, Minnesota

March 13, 1964

Dear Mrs. Smiley:

The complexity of the information pertaining to the sale of Cormorant Point on Mille Lacs Lake is in itself an example of the difficulties involved in the solution of Indian problems. The goal of the Capitol Letter on Indian Affairs was to contribute to the creation of an atmosphere, as we said on page one, in which "all citizens of the state, and particularly their elected representatives, are willing to look at the new dimensions for Minnesota and remember that Indians are citizens, too." We implied that special care should be taken to see that we strengthen the relations and confidence between the state and our Indian citizens. My information regarding this land was drawn from a petition sent to me by the Mille Lacs Band at the time of the legislative session, from a conversation with Mr. James Hawkins of the federal Bureau of Indian Affairs, and from newspaper articles. It is certainly true that I should have talked with Mr. Russell Fridley. I have done so since you wrote, and he agrees that our differences are qualitative.

This parcel of land was given to an ancestor of Messrs. Melvin and Douglas Eagle as a public domain allotment a century ago. Its status has been tested in the courts since then, and it is indeed "reserved land held in trust by the federal government." It is entirely possible for such land to be owned by individuals, as it is in this case. Our statement in no way implies ownership by the band. In fact, the only reservation where you do not find trust land to be owned by individuals is on the Red Lake Reservation. The Bureau of Indian Affairs is committed to protecting the property rights of the Mille Lacs Band and, equally, that of the Eagle brothers. In this case, they have a responsibility to the individual owners and to the band as well because the land is within the physical boundaries of the reservation. The sale of any land may be questioned if it adversely affects the economic potential of the tribe. This land cannot be sold to anyone without the signature of Mr. James Hawkins.

One point which should be recognized is that both the state Historical Society and the Mille Lacs Band are interested in seeing this point preserved as a historic site. The band argues that if the land is not theirs, it should be, and that their historic, cultural and ceremonial ties to it and use of it should make it theirs. Acquisition by the state may be legally possible (if permitted by the BIA), but it does involve questionable public relations with the Mille Lacs Band. According to my information, it will be sold against the express wishes of the band. I am sure that the Eagle brothers realize the historical value of this



land to their own people above what it can ever mean to the state. If the Mille Lacs Band itself could afford to buy it, don't you believe they would be given the first opportunity?

If you grant that the band is as important as the state, and if this spot is more important to the Indians than it is to you and me, and if both groups want to save the land from subdivision, land development and loss—for the state of a historic site, for the Indians of what can be likened to a shrine—then isn't it possible that other avenues should be explored? Could the state, for example, pay for the land and convey it to the Mille Lacs Band with certain stipulations, e. g., that the state would maintain it, that the band would have access to it, receive any profit from it, control its use by tourists, etc.? Could money be raised to allow the band to buy it with the understanding that if the band were to sell it, it would be conveyed to the state? Surely some solution could be found which would be satisfactory to everyone.

When one talks to Indians, it doesn't take long to discover that their primary bitterness revolves around past dealings involving the loss of land. Regardless of the technical legality of the transaction and without detracting from the Historical Society and the importance of their contributions to the state (it may even be the case that without their research the Indians, along with the rest of us, might not be aware of the importance of Carver's Point), I would like to see them bend over backwards to accommodate themselves to the sensitivity the Indians feel with regard to this matter.

I believe that the League of Women Voters has studied Minnesota Indian affairs with objectivity. The reason for our adopting such a study in the first place, of course, involved a recognition of their needs which immediately commits us to locating and defining their difficulties and protecting their interests. If the Capitol Letter causes any agency to reexamine its policies as they relate to Indian citizens, we will have accomplished our purpose.

Sincerely,

Mrs. Harold Watson  
Chairman, Indian Study Item

cc:

Mrs. William Whiting  
Mrs. Jane Gayl  
Mrs. Mary Lou Hill  
Mr. Russell Wridley  
Mr. James Hawkins

*Saketha - Office*





STATE OF MINNESOTA  
STATE COMMISSION AGAINST DISCRIMINATION

55 STATE OFFICE BUILDING  
ST. PAUL, MINNESOTA 55101  
TEL. 221-2896

JAN 31 1964

28 January 1964

MEMORANDUM FOR HUMAN RELATIONS ORGANIZATIONS IN MINNESOTA

FROM: Kennon V. Rothchild  
Chairman

SUBJECT: Recommendations for Strengthening  
Anti-discrimination Laws in Minnesota

In keeping with today's needs and in order to make our anti-discrimination laws in Minnesota effective, it is imperative that these laws be strengthened. The 1965 session of the state legislature will therefore be a most important one.

Minnesota's Attorney General, Walter F. Mondale, has made several proposals, some of which we have enclosed with this memorandum. Suggestions have come from others as well. We think it is important to have prior consultation with you who may have ideas, suggestions or proposals for reinforcing the anti-discrimination laws of Minnesota. This is extremely critical so that the final legislative proposal will enjoy the broadest support from everyone in the state.

We would appreciate receiving your suggestions as early as is possible. We would specifically like to have them by Tuesday, February 11 so that we may give consideration to all recommendations at our Commission meeting which will be held at 1:30 p.m. that day. Please send your suggestions to:

Mr. Donald T. Franke, Chairman  
Legislative Advisory Subcommittee  
State Commission Against Discrimination  
55 State Office Building  
St. Paul, Minnesota 55101

Once all these recommendations have been incorporated into a program, we plan to ask you to meet with us for the kind of discussion which should produce unanimity and support for the ultimate legislative presentation.

Enclosure 1

COMMISSION MEMBERS: — Kennon V. Rothchild, Mahtomedi, Chairman; M. J. Daly, Belle Plaine; Donald T. Franke, Rochester; James L. Gibbs, Jr., Minneapolis; Stephen B. Humphrey, Collegeville; The Venerable Frederick F. Kramer, Bemidji; Mrs. Katherine E. Muff, Eveleth; Dr. John J. Salchert, Minneapolis; Rabbi Max A. Shapiro, St. Louis Park.

James C. McDonald, Executive Director  
Mrs. Viola May Kanatz, Assistant Director

Charles H. French, Field Representative  
Walter S. Warfield, Field Representative

ESSENTIAL REFORMS OF THE MINNESOTA STATE ACT AGAINST DISCRIMINATION

(As presented to the State Commission Against Discrimination  
at its meeting January 21, 1964)

I. SUBSTANTIVE REFORMS:

A. Extend the Fair Housing Law to cover all single-family, owner-occupied dwellings, whether publicly assisted or not. Under present law, only homes which have been built or renovated with FHA or VA assistance are covered. *no*

B. Give SCAD power to enforce the Public Accommodations Law. Under present law, SCAD has no power to prevent discrimination in hotels, restaurants, resorts, and similar public facilities. This power would be concurrent with, and not exclusive of the power of county or city attorneys to prosecute criminally. *? 19 out 49*

C. Make all licenses, whether issued by State or local officials, revocable upon proof of violation of any antidiscrimination law, State or local, in connection with the licensed business. *?*

II. PROCEDURAL REFORMS:

A. Abolish the Board of Review and the compulsory requirement of negotiation, conciliation, and education as a necessary prelude to action by SCAD. Provide for issuance of binding orders by SCAD upon notice and hearing, which would remain in effect until and unless reversed or modified by a court. This is standard administrative procedure with other State agencies.

B. Grant power to the Commission to obtain a temporary injunction restraining the sale or rental of property pending disposition of a complaint of discrimination, subject to reasonable time limits.

C. Increase the SCAD appropriation.

It is my feeling that these are an essential, reasonable, program for bringing our antidiscrimination laws up to date.

WALTER F. MONDALE  
ATTORNEY GENERAL

February 9, 1964

Mr. Donald T. Franke, Chrm.  
Legislative Advisory Subcom.  
State Comm Against Discrimination  
55 State Office Bldg.  
St. Paul, Minn. 55101

Dear Mr. Franke:

In answer to a communication from Mr. Kannon Rothchild I would like to take this opportunity to outline the position of the Minnesota League of Women Voters in regard to legislative activity in the area of anti-discrimination.

League members have indicated strong support of adequate funds and personnel for the State Commission Against Discrimination. This support was a part of our legislative program last session and will be again in 1965. Decisions have not been made yet on the support of specific legislation such as that proposed by Mr. Mondale for your consideration.

The League is in favor of legislation to ensure equal access to public accommodations with commission enforcement and would support legislation that would ensure equal employment based on age as well as race, creed, and national origin.

We are interested in working to improve legislation within the scope of our position which was reached in May of 1962. We will look forward to discussing your proposals in the near future.

Sincerely yours,

Mrs. Elton L. Johnson, Chrm.  
State Continuing Responsibilities



Date 63-65  
N

LWV of Minnesota, State Organization Service, U. of Minn., Minneapolis, Minn. 55455  
April, 1964

M E M O

TO: Local League Presidents and Indian Item Chairmen

FROM: State Board

We are referring consensus reports regarding Indians back to the local Leagues for clarification. It is our responsibility to evaluate what our members are thinking on this subject. We are not questioning the value of your statements -- the specific problem is related to whether or not your League's decisions relating to health, welfare and education are meant specifically for the Indian or for welfare in general.

There was a substantial consensus return. The summary of these returns seems to indicate:

1. First of all, a strong reiteration of support arrived at last year for the Indian Commission with the request that funds and professional staff be provided to allow it to satisfy our criteria.
2. Strongest support for remedial programs (for Indians only?), with the frequent comment that while programs may be costly now, it is cheaper in the long run. Particularly emphasized were vocational training and retraining, strong support of counseling for urban living, with recurrent mention of health, education, child care, etc.
3. Support for broadening the base for payment for welfare (for Indians only?) through state finance of welfare programs, and support also for the setting and enforcement of state standards. However, it was judged desirable that present local agencies distribute the funds to prevent duplication of function.
4. Some support for the abolition of residence requirements for welfare (for Indians only?) between counties or townships within the state and state reimbursement for the administrative costs of such welfare programs as those mentioned above.
5. Conflicting conclusions on the question of ADC to the chronically unemployed.
6. An underlying philosophy that legislation should not single out a special group, that if laws need change, wherever possible it should be done without reference to a particular race, religion or national origin. (This philosophy was also expressed in your reports in 1963 but was not sufficiently strong to be included in our position.)

Interest was reported to be high, discussion lively and Leagues wanted to take action.

Two Leagues felt we should make no decision without further study of the question of welfare in general.

The question we put to you is: How does policy statement number 6 above relate to the rest? What does your League think?

Taking the above statements as they stand (deleting any reference to "Indians only") and combining them, we would come out with a statement of position such as the following:

The League of Women Voters of Minnesota believes that legislation should not single out a special group. When laws are written, wherever possible, this should be done without reference to a particular race, religion or national origin.

We believe that the financial burden for welfare in general should be shared by the whole state in order to broaden the base for payment. We support the setting and enforcement of standards for relief by the state.

We wish to support remedial or educational programs, particularly in the areas of vocational training and retraining, counseling for urban living and adult education programs.

Is this acceptable?

Do you mean welfare in general or welfare for Indians?

If you mean the latter, how do you reconcile it with the policy statement relating to laws regarding special groups?

Do you think our study was sufficient to reach such positions on general welfare?

We are looking for agreement that is of sufficiently substantial proportions to warrant action on it.

Talk this over. Send your conclusions to State Council with your delegates. On the basis of the reporting of the Council delegates, the state Board will be able to determine the position which the members have reached.

MEMO TO: Annette Whiting

FROM: Mary Ann McCoy

4-7-64

Thank you for sending me the copies of the Indian Memos. After reading them all, I have reread the Outlook for Work statements on Indians for the 1963-1964 study. I cannot see how this can be construed, on the basis of the statements in the Outlook for Work, as a study of welfare for the whole population of the state of Minnesota! So many references are to Indians specifically: i.e., "financial burden for Indian (these underlinings are my own!) services should be shared. . by all the counties."; "constructive view of the Indian as a citizen as an asset. . rather than an exigency"; "welfare . . problems faced by some counties overburdened by Indian relief (note: No other relief overburdening them in costs is referred to, but specifically Indian relief); "health . . improving understanding between neighboring communities and Indians". The "Education" section does not mention Indians as the other two do, but it is in the paragraph beginning with referent to "Indians in Minnesota" as the reference for "concentration" for resource information. The bibliography of this publication is referred to for additional reference; however, on looking it over, all references but one specifically deal with Indian phases of study, not with general welfare, health, education as might refer to all the citizens.

As to legislation, again the reference is on Indians . . "impact such legislation has on Indian affairs (a fact not readily appreciated by legislators not aware of the Indian problem.)" "legislation . . with slight alteration assist Indians as well."

Has the view in item #6 of the first page of the proposed memo to Local Leagues with reference to legislation not singling out a special group--a particular race, religion, or national origin--been acted upon as a League position? When? If it is not a position already arrived at, it makes no problem of conflict in this Indian study item; if it is a position, then our whole study item perhaps is out of keeping with the position because it has inherent within it the contradiction of study of a specific legislation for a special group--a fact denied by such a position????

A study of Indian welfare, health, and education would not be a basis, in my opinion, for general position relating to all welfare, etc., in the state because Indian problems today are in so many cases different from welfare problems generally; the facts available in Indians in Minnesota are not enough to support a study of general welfare in the state. The Indian problem is peculiar in many respects, and this would appear to be why we are studying it as stated in the Outlook for Work, not because of the welfare aspects alone!

To me the problem now hinges on this position on race legislation; if we have it, we can't really study this item as such; if we don't have this position, then we can study and act for Indians alone if consensus indicates this. And perhaps this is what the local Leagues felt they were doing! Not studying all of welfare; I know that is what our unit felt and what I as an individual felt.

I feel your comments and additions to the proposed memo are well taken and clarify the question; it will be helpful to local Leagues to have this presented as clearly as possible. The study item as phrased at the inception is very specific as to Indians--"Basing their study upon the guidelines of the Outlook for Work, I feel the local Leagues probably felt they were studying these areas in direct reference to Indians, not to all citizens; though the aim



Memo to Annette Whiting from Mary Ann McCoy - p. 2  
4-7-64

would be to help Indians to become as other citizens, still the now of the study refers to then as Indians and their problems now because of their Indianness.

Dear Indian Study Item Chairmen:

The state Board is referring our consensus regarding Indians back to the local Leagues for discussion, firmation or revision? Why? Because as League members we are interested in appraising accurately what other members really think. Particularly when we have asked for responses from the members which do not call for alternatives like 'yes' or 'no,' we get back an amorphous discussion, the emphases in which may yield in their combination a point of view which is new. When the state Board considered our consensus results, it was with questions like "Did my unit, in considering residence requirements, mean only Indians or all citizens?" We want to be sure you understand that we are making no value judgments about your statements. We want to know what your League really meant. Since local Leagues are not in communication with one another, and since we are engaged in a process of group reflective thinking through discussion, it seemed to us to be the function of the state Board to provide the avenue for communication so that local Leagues can be aware of the progress of the discussion at each point along the way. We are therefore going to give you the general support statements our League reports contained, we are asking you to consider the import of these statements, and then we will ask for your evaluation (new or old) at Council, May 20.

There was a substantial consensus return.

1. We found, first of all, a strong reiteration of support arrived at last year for the Indian commission with the request that funds and professional staff ~~be~~ be provided to allow it to satisfy our criteria.
2. Strongest support was indicated for remedial programs, with the ~~f~~ frequent comment that while programs may be costly now, it is cheaper in the long run. Particularly emphasized were vocational training and retraining, strong support of counseling for urban living, with recurrent mention of health education, child care, etc.
3. There was strong support for broadening the base for payment for welfare through state finance of welfare programs, and support also for the setting and enforcement of state standards. However, it was judged desirable that present local agencies distribute the funds to prevent duplication of function.
4. Support, but not so strongly was indicated for the abolition of residence requirements for welfare between counties or townships within the state and state reimbursement for the administrative costs of such welfare programs as those mentioned above.
5. Leagues responded on the question of ADC to the chronically unemployed, but with conflicting conclusions. We would have no position regarding this matter.
6. An underlying philosophy frequently expressed (this was true also in 1963) is that legislation should not ~~sig~~ single out a special group, that if laws need change, wherever possible it should be done without reference to a particular race, religion, or national origin.

Interest was reported to be high, discussion lively, and Leagues wanted to take action.

Two Leagues felt we should make no decision without further study of the question of welfare in general.

The question we put to you is: How does policy statement number 6 above relate to the rest? What does your League think?

Taking the above statements as they stand and combining them, we would come out with a statement of position such as the following:

The League of Women Voters of Minnesota believes that the financial burden for welfare in general should be shared by the whole state in order to broaden the base for payment. We support the setting and enforcement of standards for relief by the state.

We wish to support remedial or educational programs, particularly in the areas of vocational training and retraining, counseling for urban living, and adult education programs.

We believe that legislation should not ~~say~~ single out a special group. When laws are written, wherever possible this should be done without reference to a particular race, religion or national origin.

Is this acceptable?

Do you mean welfare in general or welfare for Indians?

If you mean the latter, how do you reconcile it with the policy statement relating to laws regarding special groups.

Talk this over with your League. Send your conclusions in writing to the state office by May 11. This will allow all Leagues to have had a Board meeting. We will adopt a position at Council.

Sincerely,

Mrs. Harold Watson, Chairman  
Indian Study Item



III

League of Women Voters of Minnesota, State Organization Service, Univ. Of Minn.  
Minneapolis, Minn. 55455 May 22, 1964

From: Marion Watson  
To: State Board Members

The following statement is being circularized to all state Board members for their approval of disapproval of it as a consensus statement. Will you please advise Annette Whiting of your decision regarding this statement as soon as possible.

The following statement would be added to the general position arrived at last year:

An underlying philosophy is that legislation should not single out a specific group; that if laws need change, wherever possible it should be done without reference to a particular race, religion, or national origin unless government services have been given or withheld on the basis of these factors.

Of specific benefit to Indian citizens would be:

1. The creation of remedial programs particularly in vocational training and retraining, counseling for urban living, health education, child care, etc.
2. Broadening the base for payment for welfare through state finance of welfare programs and setting and enforcing standards for welfare.
3. The abolition of residence requirements for welfare between counties or townships within the state and for the reimbursement for administrative costs of their welfare programs in which the state participates.

We will work for specific state legislation aimed at benefiting Indian citizens in these areas and in the general case will point out to legislators the benefit of such legislation to Indians.

FOX RIVER BOND  
25% COTTON

July 10, 1964

Mr. James MacDonald, Executive Director  
State Commission Against Discrimination  
State Office Building  
St. Paul 1, Minnesota

Dear Mr. MacDonald:

We received your telegram urging our continued support of civil rights legislation in Minnesota, and it was read to the members present at our Council meeting in May. Our theme was that it makes a difference that there is a League of Women Voters, and your message was used to indicate that at least one non-member thought so too.

Our state program was not altered at those meetings since that business is accomplished at our biennial convention which will next be held in 1965. This year we will continue our support of the Minnesota State Act Against Discrimination. As you undoubtedly know, support of the commission method of enforcement is a strong part of our position, and we will once again be working to see that the operation of SCAD is strengthened, particularly through the appropriation of adequate funds. As in the past, we would like your advice as to what measures will improve the operation of the commission.

Since the members in our 64 local leagues throughout the state determine League program, it is difficult to predict our future action in this field.

It had been our firm belief that anti-discrimination legislation is a necessary means of eliminating unfair practices and that wherever possible standards of conduct should be embodied in the law to give legal recourse to one citizen who is wronged by another.

It is rewarding to us as an organization to know that you attach importance to our activity in this area. Thank you for letting us know that you support us as well.

Sincerely,

Mrs. Wm. W. Whiting  
President

ATW/mc

NOV 20 1964



STATE OF MINNESOTA  
GOVERNOR'S HUMAN RIGHTS COMMISSION  
STATE OFFICE BUILDING  
ST. PAUL 55101  
October 21, 1964

TO: All Friends of the Cause of Human Rights in Minnesota  
FROM: Calvin L. Walton, Executive Director  
SUBJECT: Governor's Conference on Human Rights  
PLACE: Capp Towers Motel in Minneapolis  
DATE: December 10, 1964

As you know December 10th is observed as Human Rights Day throughout the Country. In commemoration of this day and as a means of providing a format for the mobilizing of all interested persons and groups in support of Governor Rolvaag's human rights program, the Governor's Commission will hold the second Governor's Conference on Human Rights.

The Governor's Commission is aware of the feeling -- so often expressed by civil rights supporters -- that there seems to be an excessive number of human rights conferences and workshops here in Minnesota. We recognize that this feeling does have some validity. Because of this awareness, the Commission has endeavored to imbue its conferences, and those conferences that it has had a role in planning, with that special "something" which will enable them to leave a lasting impact on the minds of those in attendance. Examples are: the Minnesota Women's Committee for Civil Rights Conference, held in November of 1963, the Minnesota Conference on Religion and Race, held in February of 1964 and the Human Relations Encampment for Minnesota Youth, held in August of 1964.

The Governor's Conference will deal with a number of human rights problem areas. Some of these will be new and the others will be rather traditional. But the Commission guarantees you that the format for this Conference will differ from the usual format and it will be as interesting as a conference can possibly be. Governor Rolvaag will present the keynote address, and we are making a determined effort to secure the services of a prominent Federal Civil Rights Official as the other speaker. Prior to and in between the speeches we will present some very provocative and stimulating discussion groups. The time schedule for the Conference events will be complete within the next three weeks; but we can indicate some of the subjects that will be included in the Conference. They are as listed below:

I. Legislative Needs:

Employment, housing, public accommodations and possibly others.

MRS. WRIGHT W. BROOKS, Chairman, DR. FLOYD A. MASSEY, JR., Vice-Chairman, DR. HENRY E. ALLEN, DR. YAHYA ARMAJANI, MRS. RUSSELL H. BENNETT, PHILIP S. DUFF, JR., MRS. PEARL FABRE, MRS. FRANZ J. F. GAYL, REVEREND EDWARD GRZESKOWIAK, SISTER JEREMY HALL, MRS. JOHN HAMMEL, MRS. ELIZABETH HEFFELFINGER, ANDREW T. JONES, MRS. MARY KYLE, ROBERT C. McCLURE, RABBI LOUIS MILGROM, RT. REV. PHILIP F. McNAIRY, DR. JOHN J. NEUMAIER, CECIL E. NEWMAN, MRS. ALICE S. ONQUE, MRS. JOSEPH RICHARDSON, GERALD SHEEHY, MRS. EARL TANBARA, MISS JULIE VILLAUME, JAMES RICE, Governor's Office, JOSEPH P. SUMMERS, Assistant Attorney General, CALVIN L. WALTON, Executive Director.

PHONE 221-2158



II. Education:

This will deal with the institution of education as a crucial civil rights problem area and it will not deal with education as a functional human relations tool.

III. Programming for Citizen's Committees and Similar Groups:

The attempt here will be to explore various means of programming and the establishment of community goals for the human relations committees established by the Governor's Human Rights Commission, local committees on religion and race that have emerged as a result of the Minnesota Conference on Religion and Race and human relations committees within religious, civic and social organizations.

IV. Status of Women:

This section will deal specifically with the general range of women's problems that can be categorized as human rights violations.

V. Indian Affairs:

The approach here will be to clarify and to agree upon means of implementing legislative recommendations pertaining to Indian affairs.

VI. Migratory Labor:

What was said in item V should be applied to migratory labor affairs.

We believe that the above items will give you some understanding as to how this Conference will be oriented. The above items are subject to some changes; but we believe that the Conference program will run generally along these lines.

Although we will have discussion leaders and resource persons the main emphasis in the discussion groups will be on audience participation. We urge you to plan to attend what we hope will be the most stimulating human rights Conference in Minnesota history.

Cost:           The cost of the conference will be \$5.00, which includes the registration fee and the luncheon.

Registration Form

Name \_\_\_\_\_  
(please print)

Mailing Address \_\_\_\_\_

Organization (if any) \_\_\_\_\_ Position \_\_\_\_\_

Please indicate the number of additional registration forms you wish to obtain.

\_\_\_\_\_

I enclose \_\_\_\_\_ check or money order payable to the Governor's Human Rights Commission in payment of the conference fee, which includes the cost of registration and one luncheon. I understand that if I cancel my registration 48 hours prior to the beginning of the conference, or if the conference is not held, the fee will be refunded in full.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Note: The time schedule, discussion leaders and resource persons, and subjects to be covered will be sent to all conference registrants by December 1st. All persons who register after December 1st will receive the same information the day following the receiving of their registration form.

All registration fees should accompany the registration form. No registrations will be accepted after 4:00 p.m., Tuesday, December 8th.

Mail To: Governor's Human Rights Commission, 72 State Office Building, St. Paul,  
Minnesota 55101

#### LEAGUE OF WOMEN VOTERS TOUR OF INDIAN RESERVATIONS

The LWV two day tour of Indian reservations, i.e., Red Lake, Leech and Mille Lacs, pointed up the multiple problems of the Minnesota Indians. Not only is it difficult to gain accurate information; but when the facts are known, the problems so frequently hinge on "the human factor," that overall solutions are not applicable.

Red Lake Reservation - a vast expanse of natural timbered land surrounding the beautiful and enormous upper and lower Red Lakes was the first of the reservations visited. Mr. Louis Jourdain, Chairman of the Red Lake Tribal Council, had arranged for the tour group to assemble in the high school cafeteria. There, Mr. Jourdain, Mr. Olson, superintendent of the Red Lake schools, and Mr. Jerome Morelock, Red Lake Agency Superintendent, spoke informally to the group. Questions were raised on many aspects of reservation life.

The reservation contains 650,000 acres of land and water. It has a population of around 2500 people. This number is quite stable, the number of births offsetting the emigration from the reservation. The land itself is owned communally by the Band. Residents may build homes and live in them, but the land is not individually owned. Housing, other than that furnished for Bureau personnel and teachers, is quite primitive. Most of the homes of the Indians are one or two room shacks. Depending upon the individual occupants, some are quite tidy. Others are slovenly in appearance, with rusted cars, abandoned household equipment and trash of all sorts lying in the door yards. Electricity and telephones are available to the residents; some of the homes do use both facilities. Except for the community of Redlake, where a water and sewage system is available for the school, hospital and housing for the teachers and Bureau personnel, the people are dependent upon individual wells and outdoor privies.

The school system was discussed in great detail - with many questions asked and answered. On the reservation are slightly more than 1000 school age children. Of this number, 250 are enrolled in the Catholic school in Redlake, which has grades from one through eight. The public school system runs on a 6 - 6 plan. In Ponemah the elementary school has 112 students. In Redlake there are about 430 in the elementary grades and 380 in the junior-senior high school. The public school buildings are modern, well kept and well equipped. They are supported through state aids and federal monies. Public Law 815 makes available funds for the construction of facilities. Public Law 874 (Impact Aid) furnishes one-half the average maintenance cost of all Minnesota schools to the Red Lake schools. The Johnson-O'Malley Act furnishes monies to the schools under the supervision of the Bureau of Indian Affairs. Since these lands pay no real estate tax and the only tax money available to the district is \$800 paid annually by a small railroad line on reservation land, the funds obviously must come from state and federal sources.

The school system employs 42 teachers, about half of whom live on the reservation in houses, apartments or dormitories. Rent for these units is just sufficient to cover upkeep on them.

The school superintendent stated that Redlake High School drop-out rate is about 25%. Some youngsters leave at the age of 14 or 15. It is not known whether they ever continue elsewhere. Some stay on until their senior year, when extras such as pictures, rings and graduation costs place an economic burden on them. However, there has been an annual increase in graduates: 19 in 1963, 28 in 1964 and a potential of 37 in the class of 1965. All 28 graduates of 1964 have enrolled in schools for further education. This was the first year that so many students wished to go on to schools that there was difficulty in finding



sufficient funds for this purpose. At the last minute, funds were made available so all could continue. Mr. Olson reported that there were presently on the reservation 49 boys, aged 16 to 21, not high school graduates and not presently enrolled in school. Indian youths of 18 years or over may enroll in trade schools even though not high school graduates. These schools are located in Grand Rapids and Thief River Falls and Wadena. A Bureau of Indian Affairs program may take care of fees, housing, etc. for these students.

The schools come under the Minnesota State Department of Education, so are comparable to other Minnesota schools. Methods and standards are the same for non-Indian schools. However, this very fact tends to create a problem in education. Indian society places value on speaking only when you have something to say. The Indian child, then, has a tendency not to volunteer for recitation nor even to recite when called upon unless very sure of his material. Teachers need to be better acquainted with the Indian traditions and society in order to understand the Indian child's reaction to classroom situations.

A PTA has been established at Redlake, but it has not been active. Very limited adult education is available through evening classes. Mr. Olson stated that a typing course was available one year and sewing a second year. Few adults participated, however, and no suggestions have been advanced by the Indians for further courses.

Mr. Jourdain discussed the problem of unemployment on the reservation. There is a commercial fishery which is run as a cooperative. About 200 families belong to this. It was established during World War I. A contract with a Chicago firm assures a definite market for the annual catch. This is limited by the Department of Fisheries to ensure good conservation practices. The fishery was still in operation at the time of the tour. About 20 men were working in the building at the time - weighing, cleaning, filleting and packing the fish in ice for shipment. This is a seasonal industry and by November these men will be unemployed.

A second industry is the sawmill. This is a new (1963) automated mill, where only a few are employed. The planing mill was not operating. A truck which was supposed to be there to carry away wood chips had not arrived, so the operation had been shut down. The market for crate wood which is produced there is steadily declining. Boxes for the fishery are produced here. Mr. Jourdain stressed the need for a wood products industry on the reservation to utilize the wood as well as provide employment for men of the reservation who do not wish to leave it.

The average annual income on the reservation is \$1000. This is basically derived from fishing, lumbering, employment in the fishery or sawmill, and farming. A small number are employed in maintenance of roads on the reservation. A small cash income comes from crafts sold to non-Indians. It was estimated that on the reservation there are 1150 adults between 18 and 55 years of age, of whom 550 were employable, but unemployed at the time of the tour.

Mr. Morelock stated everything possible is being done to encourage industries to settle on the reservation. He listed four problems which discourage industry.

1. There are no buildings now available - a plant would have to be built.
2. Housing is not available on the reservation for employees.
3. There is a transportation problem. Anything produced there would have to be trucked out.
4. The climate is such that for long periods during the winter the reservation is virtually isolated.

Within the last year an attempt has been made to encourage tourists to use the facilities of Red Lake for picnicing, camping and fishing. A recreation area has been established. Admittance fees are charged running from \$1 a car to \$5 a bus. Camping permits are \$1.50 a day or \$5.50 a week. Fishing permits run from \$2.50 per day to \$10.50 for the season. During the summer guided tours of the reservation are available through the Bemidji Chamber of Commerce. A selected group of Redlake high school students are trained and serve as guides.

The fishery and sawmill are managed by white men. The Redlake trading post is owned and run by whites. When the question was put to Mr. Jourdain, "Why don't the

Indians run these enterprises?" he stated that because of the Indian's close family ties and loyalty to friends, he is not a good businessman. He will give money or material goods to those in need without security. Also to run a trading post, a large capital outlay is necessary, as much of the business is conducted on credit. The Indians generally do not possess nor have access to such sums of money as are required, he stated.

Mr. Jourdain was asked what his feeling was regarding the Minnesota Indian Commission. He stated that he felt it was not moving fast enough. (He is currently the Commission chairman). He stated again, as he had before, that groups have studied and restudied the problem year after year, but that is the most that happens. He asked that interested persons help change the stereotyped image of the Indian as a lazy drunken savage.

On the following day the group toured the Leech and Mille Lacs reservations. From Bemidji to Ball Club the bus detoured through the village of Cass Lake. This community has been accused of showing considerable prejudice against the Indian. It was investigated by the FBI this past summer when charges were made of police brutality. The town is bisected by a highway - on one side of which lives the white population with the business section, community facilities, and housing typical of a midwestern small town. On the other side of the highway live the Indians. This is tribal land and the housing is what appears to be standard for our Minnesota Indians -- run down shacks with outdoor privies.

In the community of Ball Club (Leech Lake Reservation) the group was greeted by four ladies of the community at the site of the future recreational area. This village after several futile attempts to get the government to help them build a community center, banded together under the leadership of their council and set about raising funds to build it themselves. Fifteen acres of reservation land have been set aside by them for a recreational area and for the building. They have held two pow-wows, suppers and other fund raising projects which have netted them about \$1800. After they had this money, the government suddenly allocated funds for a building. So, the present plan is to use the funds raised in furnishing a kitchen and in establishing a library in the building. Plans for the one-story 20 x 40 foot building include a full basement and furnace, electricity and indoor plumbing. Plans are being made for a baseball diamond, pow-wow ring and playground for the children on the recreational site.

The community has about 100 residents - no business district, but a multiplicity of taverns (owned and run by whites). The Indians do not live on tribal lands so are paying property taxes. The children of the community are bussed to Deer River (about 7 miles away) for school. The only industry in the community is a wild rice processing plant and a sawmill owned and managed by whites. The Indians harvest wild rice and sell it to the processing plant for much of their cash income. Some members of the community work in nearby mines. Through a trading post in Grand Rapids, the women of the community sell their bead work for cash. The proprietors of this store have done much to encourage Indian crafts and have been officially adopted into the band in recognition of their interest and assistance.

This community was exceptionally gracious to the LWV. After touring the recreational site the group was invited to a coffee party (held in the largest tavern) where the ladies of the community talked informally with the group. The atmosphere was of cordiality and of mutual esteem.

At Vineland on the Mille Lac Reservation the LWV saw the housing development. From \$250,000 in funds allocated by the government for the purpose, 31 houses are under construction. This is one of five such pilot projects on Indian reservations in the U.S. Indian residents of the community are employed and trained to do as much of the work as they can.

The houses, ranging from two to four bedroom units, are one-story ranch style homes similar to those found in poorer quality tract developments about the metropolitan area. Because of soil conditions (high water table and rock outcroppings) these are built on concrete piers. They will be heated by oil space heaters, but will have electricity and indoor plumbing. Each house will be furnished with a kitchen stove and a used refrigerator.



These dwellings are constructed on reservation land. The BIA in conjunction with the Indian council made a survey and determined on the basis of need who would get the houses. The family will to intent "own" the house, but cannot sell it. In the case of a family leaving the reservation, the house can be assigned by them to a relative. If this is not done, the house reverts to the band and the council can reassign it to another family. In all there are about seventy families living here.

The new housing is quite a contrast to the old. Most of these consist of one or two room shacks with families of up to 12 or 16 members living in them. Some are small cottages which were erected during the 1930's as part of a housing project. They are in various stages of deterioration - some quite neat, although obviously needing painting and repair. Others are in such a condition that only demolition would appear to be advisable.

At Vineland the group assembled after the tour at the school for a talk with Mrs. Dorothy Lemke, a third and fourth grade teacher, who has conducted a homemaker program in the evening for the women of the community.

The school, a clean, cheerful, modern brick building has an enrollment of 70 pupils in grades one through six. There are three teachers. Mrs. Lemke's classroom was cheerful, sunny and resembled those of metropolitan area schools. It was equipped with audio-visual facilities including a tape recorder and TV. There are three classrooms, a very small combination library-science room, a combination cafeteria-gymnasium which has been used as the meeting room for the homemaker program. One unusual feature was the shower room. Here the children get a hot shower once a week.

The school has a hot lunch program which provides these youngsters with 80% of their daily food requirement. The noon hour lunch period is supervised by the mothers of the community - thus giving the teachers a free lunch hour.

The library while small is well used. The books are well cared for and a further library service is provided every other week by a bookmobile. The three teachers bring their newspapers to school to be used in the classes after which the children are permitted to take them home for their families. They in turn pass them on to other families so that the community does get to see and read a paper.

The school is financed through State and Federal funds, as is Red Lake. Here again there is very little taxable land for school support. School attendance rate is good - average daily attendance last year was 95%. Children beyond the sixth grade level are bussed to Onamia schools. This year there are 32 Vineland students enrolled there.

Mrs. Lemke is in her seventh year of teaching in the Vineland school. She stated that the first three years she was "not comfortable" with the children. Only through prolonged work with the Indians has she been able to feel that she is effective in reaching them. She had long wished to set up some sort of group activity among the adult women. Finally after many discouraging comments by white associates, she announced she was starting a program. At first just a few women turned out. Each week, however, interest increased so that soon she had a group of from 10 to 25 in regular attendance. One of the earliest projects which the group undertook was quilting. When the quilt was completed the ladies decided to "give it to someone who needed it."

After the housing program was started at Vineland the ladies showed interest in preparing furnishings for their new homes. Through Bureau personnel, government surplus furniture was located and delivered to the Vineland community. This furniture was all in need of repair, so the group started working together to make it serviceable. Frames were repaired, springs retied or replaced, upholstery either patched or repaired. Each woman who worked on the project was permitted to select furniture for her home. At the time of the visit much of the furniture had been reconditioned and was ready to be moved into the homes.



Army surplus fabric (raw silk used for targets) has been acquired also. This was being washed, dyed and made into drapes at the time of the tour. Mrs. Lemke stated that one great problem here was the fact that her sewing machine was the only one available to the ladies. Many of these families will have to destroy all of their belongings, including bedding and clothes, when they move into the new housing -- vermin infestation in the shacks is almost impossible to prevent.

She stated that the number of interested and active participants in the program has steadily increased. At the time of the tour 35 to 40 women were attending work sessions. A more recent communication from her indicated that in October the number had reached 70. The men are also becoming actively interested and are learning to use the simple hand tools with which all of the work has been done.

This program has been established and continued by volunteer help (Mrs. Lemke) with no financing by the government (other than the cast off furniture) and no private agency assistance.

Comments by members of the tour group seemed to center on the theme - help the Indian to help himself. Many of the ladies expressed a feeling that in many instances the government is not doing all it can along this line. In some of the schools it appeared the school personnel made no attempt to stimulate the adults to interest in either educational or recreational programs for themselves or their children.

Several days after completion of the tour, an outside source brought up the fact that due to lack of coordination of government agencies the sewage and water system would not be installed in the new houses at Vineland for at least another year or possibly longer. Upon investigation this proved to be the case. The group was not informed of this at Vineland. It would seem that with all the questions raised this should have been mentioned unless there was intent to keep this from public knowledge.

There can be no doubt that economically the Indian is far behind his white counterpart in the same locality. Some members of the touring group expressed their feeling that everything is not being done that could be done to interest industries to the reservations. Effort must be made to utilize this great untapped resource - The Indian of Minnesota.

DEC 10 1964

# LEAGUE OF WOMEN VOTERS OF MINNEAPOLIS

84 South Sixth Street, Room 414, Minneapolis 2, Minnesota

Telephone: Federal 3-6319

December 8, 1964

Mrs. William Whiting  
622 East School Street  
Owatonna, Minnesota

Dear Annette;

At our last board meeting, the Minneapolis Board asked me to write you regarding our state League support of "legislation to insure equal access to public accommodations" (CR#1). Our state position includes the recommendation to bring enforcement of such legislation under SCAD. Such a change in the law may or may not be feasible in the next legislative session. However, the passage of the 1964 Federal civil rights law could have a positive influence on the effectiveness of existing Minnesota legislation in the area of public accommodations if communities in Minnesota and minority group members are made aware of the provisions in the federal law: (Sec. 204, (c) Disc. in Places of Public Accommodation

(c) In the case of an alleged act or practice prohibited by this title which occurs in a State, or political subdivision of a State, which has a State or local law prohibiting such act or practice and establishing or authorizing a State or local authority to grant or seek relief from such practice or to institute criminal proceedings with respect thereto upon receiving notice thereof, no civil action may be brought under subsection (a) before the expiration of thirty days after written notice of such alleged act or practice has been given to the appropriate State or local authority by registered mail or in person, provided that the court may stay proceedings in such civil action pending the termination of State or local enforcement proceedings.

Since the efforts of most civil rights groups in Minnesota seem to be devoted to SCAD administration of the public accommodations laws, the LWV could perform a unique service to the state and counties by informing its members and the public of the federal sanctions which now are behind our state laws.

The Minneapolis Board hopes that the State Board will give serious consideration to such an educational campaign.

Sincerely yours,

*Florie*

Mrs. Jerome Gray  
President

FG/hm



# THE LEGISLATIVE PROCESS

## A STUDY IN DEPTH

### LEARN in the morning

- . . Lectures by Dr. Charles Backstrom, University of Minnesota
- . . Speakers from the Legislature, Administration and Parties
- . . Reports from League of Women Voters lobbyists

### LOOK in the afternoon

- . . Tour the Capitol with state D.F.L. or Republican leaders  
Womens groups of both parties are sponsoring guided tours
- . . Have lunch with your party group or arrange to meet your  
Legislators for lunch

Morning Session: 10:00 to 12:30 - Room 224, National Guard Armory - 600 Cedar  
St. Paul, Minn. in the Capitol Approach Area

- January 13 - What is legislating? - The role of Legislators
- January 27 - What can the Legislature do? - The role of the Constitution
- February 10 - How does the Legislature work? - The role of organization
- February 24 - How does a bill become a law? - The role of floor procedure
- March 10 - How does the Governor influence legislation? - The role of the  
chief Legislator
- March 24 - What interests shape laws? - The role of pressure groups

COME TO ALL SIX SESSIONS OR COME TO JUST ONE  
Bring others interested in their government. No charge, of course



January 27, 1965

Mrs. Jerome Gray, President  
League of Women Voters of Minneapolis  
84 S. 6th Street, Room 414  
Minneapolis, Minnesota

Dear Florrie,

We appreciate your suggestions relating to state and federal legislation on public accommodations. Mrs. Watson has explained to Mrs. Gayl the general information sheets we are putting out that will list the pertinent points of both the federal and state laws and then call attention to the points of similarity.

We trust this will fill the need for public education in this field. We appreciate your concern and suggestions in this area.

Sincerely,

Mrs. William Whiting  
President

# LEAGUE OF WOMEN VOTERS OF MINNESOTA

## Outlook for Legislative Action - 1965

The League of Women Voters has derived its legislative program from three areas of League study. 1. State Current Agenda items which include positions arrived at under both current and previous study. 2. State Continuing Responsibilities which are issues the League has previously studied and on which positions have been reached. 3. National Program positions which require action in the state legislature.

### CURRENT AGENDA POSITIONS

#### Indians

The League of Women Voters of Minnesota will study specific areas where legislation would be effective in improving the situation of the Minnesota Indian.

The League will support legislation to *insure services for Indian citizens which are equal to those provided for other citizens*. We oppose in principle the idea that legislation should single out any race or that separate services should be provided. However, since Indian citizens have been singled out for separate consideration throughout our history, we recognize that the state of Minnesota should give them special attention. We believe that this attention should be directed toward solving existing jurisdictional conflicts in order to guarantee equal treatment for Indian citizens by *all* levels of government.

The League will work for a *declaration of responsibility for Indian citizens* by the state and for an *effective agency* to facilitate solutions to their problems. Our criteria for an agency are: acceptable to the Indians themselves, permanent, staffed by professionally qualified people, authorized to act in setting up, carrying out, and coordinating programs, empowered to utilize the services of other existing agencies, and provided with adequate funds.

In general, when a county is too poor to expand its public services to cover Indian citizens, we favor financial participation by the state, but in that case, the state should have the power to set and enforce standards.

#### Constitutional Amendments

The League of Women Voters of Minnesota will work for amendments to improve the constitution. Under this item the League has a new position on reapportionment as a result of recent consensus which states: The LWVM supports the principle of regular and equitable reapportionment. The League favors an amendment to the Minnesota Constitution which would:

1. Leave the primary responsibility for reapportionment with the legislature but would establish definite procedures if the legislature fails to act.
2. Specify the maximum deviation of any district from the ideal (total population divided by number of legislators).

3. Prohibit an increase in legislative size.

Under this position the League can support the recommendation of the Governor's Reapportionment Commission for a constitutional amendment on reapportionment.

Through years of constitutional study the League has adopted several positions dealing with constitutional amendments which may receive legislative attention.

1. Under our stand supporting an *adequate legislative session* we could support an annual session of at least 60 days.
2. We support provision being made for a *post auditor* (public examiner) appointed by and directly responsible to the legislature. This would most likely be accomplished by statute, but we would support an amendment providing for a post auditor.
3. We could support an amendment to *ease the amending process* which would change the voting requirement for passage to a percentage of those voting on the question.
4. A position for clearly fixed executive authority enables us to support an amendment proposing the short ballot.
5. We support joint election of governor and lieutenant governor.
6. We would like to see constitutional provision for an executive budget. This is now required by statute but is such an important part of the state's financial picture that it should be constitutional law.

### LEGISLATIVE POSITIONS UNDER CRs

#### Equal Opportunities

The League of Women Voters of Minnesota will support legislation to insure employment on merit and non-discrimination in transactions involving real property; it will work for adequately financed commission administration of such legislation and of legislation to insure equal access to public accommodations. Specific items of lobbying concern which the League will actively support this session involve:

1. *Adequate appropriations* for the State Commission Against Discrimination (SCAD).
2. Complaints of *discrimination in public accommodations* should be placed under the jurisdiction of SCAD to enable them to act on public accommodations discrimination as well as discrimination in employment and housing.
3. As a *procedural reform* the Minnesota State Act Against Discrimination should give SCAD power to issue orders which are binding unless reversed or modified by a court of law.
4. The coverage of the present law dealing with *discrimination in employment* which only covers employers of eight or more employees would be extended to all employers.

At present our consensus *does not* clearly permit the League to lobby for elimination of discrimination in *all*



rental, lease or sale of single family housing whether publicly assisted or not.

### Three Areas of Election Laws

The League of Women Voters of Minnesota will support *party designation for legislators* and improvement in election laws in the field of *campaign practices, election procedures* and voting.

For many years the League has supported *party designation for legislators* and will continue to support this important election reform. The inclusion of county officials in a party designation bill is not actually supported but would be acceptable.

The League supports changes in *election laws procedures* in several areas. One of these is centralized responsibility for election procedures. Another is that new state residents should be allowed to vote for President and Vice-president before meeting usual voting requirements. We also support extension of registration to smaller municipalities, counties or the state.

The League maintains a strong interest in *campaign practices* and has these positions: shorter campaigns, expenditure of less money on campaigns, reporting of how all money is obtained and spent to give a tighter control over candidates and volunteer committees. Although some improvements were made through the 1963 revision of the Corrupt Practices Law, the League continues to support dollar limits on campaign expenditures that are more realistic, flexible and enforceable. We also favor requesting, but not requiring, the candidate to sign a campaign practices code.

The League feels neither labor unions nor corporations should contribute to campaign funds.

### Ethics in Government

The League of Women Voters of Minnesota will support legislation to *regulate lobbying* and *conflict of interest*.

Definite standards requiring full disclosure of lobbying activities have been set up by the League as a step toward lobby regulation. Disclosure of name and address of lobbyist, name of employer, nature of legislation with which he is concerned, nature of activities in which he engages, amount of money contributed to his lobbying actions and by whom, terms of his employment are included in the League position.

The League's stand on *conflict of interest* legislation encompasses financial disclosure of sources and amount of income related to public service. It also calls for on the spot disclosure of personal interest in legislation and for prohibitions against certain incompatible activities.

### Home Rule

The League of Women Voters of Minnesota will support the principles of home rule relating to *realistic restrictions on special legislation* and *broadier provisions for the adoption and amendment of home rule charters*.

Under this statement of position the League can support certain legislative proposals made by the Minnesota League

of Municipalities in sections 23 and 24 of their recommended legislative program of June 1964.

Under *realistic restrictions on special legislation* we can support adoption as a legislative policy the principle that no special law will be enacted when a general law can be made applicable.

The LWV supports the recommendation for administrative change which would *improve the home rule charter amending process* in restricted instances by providing an alternative procedure. We may also support several additional amendments to the home rule charter enabling act which have been recommended by the MML.

### Constitutional Reform

The League of Women Voters of Minnesota will support *constitutional revision by convention*. The League continues its support of a constitutional convention, but at the same time realizes that at present the most feasible method of constitutional revision is by amendment.

## NATIONAL PROGRAM POSITIONS

### Opposition to Liberty Amendment

Tax Rates—opposition to constitutional limitations on tax rates. Treaty Making—opposition to constitutional changes that would limit the existing powers of the executive and the Congress over foreign relations.

Under these national positions, state Leagues have been given permission to lobby against the Liberty Amendment which would repeal the 16th (Income Tax) Amendment to the Federal Constitution and limit treaty making powers of the President. Opponents to the income tax want state legislatures to adopt resolutions memorializing Congress to pass the Liberty Amendment. During the 1963 legislative session Leagues in 26 states helped defeat efforts to pass the Liberty Amendment in their states. The Minnesota League did not have an opportunity to testify, but did present a statement in opposition to such action. We are prepared to oppose any efforts in support of a resolution this session.

We may see legislative action under two national CA items—*water resources* and *foreign economic policy*. Under our national water resources item we may have an opportunity to work for legislation dealing with some aspects of water resources. Under our national trade position we may oppose placing restrictions on imported articles through such devices as requirements for labeling or special licensing.

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LEAGUE OF WOMEN VOTERS OF MINNESOTA

State Organization Service

University of Minnesota

Minneapolis, Minnesota 55455

March, 1965



## IN SUPPORT OF SCAD

The State Commission Against Discrimination (SCAD) has discharged its responsibilities faithfully and fairly during its administration. From hundreds of cases, only one case has reached the court stage. During three years of existence, SCAD has made extensive use of conference, persuasion and negotiation and it will continue to do so. Experience has shown, however, that some procedures are unwieldy and that coverage is inadequate for the achievement of equal opportunity for all.

**Make your support count!**



FOR FURTHER INFORMATION CONTACT:

# 1965

## MINNESOTA LEGISLATIVE PROGRAM FOR ADVANCING CIVIL RIGHTS



**a blueprint for continued  
progress in the elimination  
of discrimination**

**The Minnesota Council  
on Civil and Human Rights**

The MINNESOTA COUNCIL ON CIVIL AND HUMAN RIGHTS (MCCHR) seeks to coordinate and support citizens' activity for civil and human rights legislation; to provide a clearing house for information, research and exchange of ideas. Business and industrial, labor, agricultural, educational, civic and religious organizations and interested individuals are members of the Council. In 1961, the Council played a prominent role in the passage of Minnesota's Fair Housing Law.

Stephen Fligelman, President    Matthew Little, Vice-pres.  
Mrs. Margaret Benton, Sec.    Charles Olds, Treas.

The MCCHR urges your support for the 1965 Legislative Program to strengthen the protection of civil rights for all.

SUPPORT additional appropriations for civil rights legal services and personnel.

The State Commission Against Discrimination (SCAD), the Governor's Human Rights Commission and the Indian Affairs Commission have requested the additional appropriations to improve their services.

SUPPORT SCAD jurisdiction in complaints of discrimination in places of public accommodations.

Currently, SCAD handles complaints of discrimination only in employment and housing. Under the present public accommodations anti-bias law, little can be achieved in the absence of legal action, generally prohibitive anyway in time and money for the complainant. Other states have given their anti-discrimination commissions authority, and experience has shown that they are well equipped to handle these complaints in the field of places of public accommodations.

SUPPORT SCAD authorization to issue enforceable cease and desist orders and to obtain enforcement of its own orders to prohibit, eliminate or rectify the unfair discriminatory practices.

Under the present law, a Board of Review may conduct hearings and issue cease and desist orders. This is an anomaly in the law against discrimination since in most states with similar laws, it is the anti-discrimination commission which has the right to hold hearings and issue cease and desist orders. Minnesota SCAD should have this right too, - and the power to obtain enforcement of its own orders.

SUPPORT the extension of coverage to prohibit discrimination in housing to cover all housing.

The exceptions in the present law are:

- 1) rental portion of an owner-occupied two family dwelling
- 2) rental of rooms in an owner-occupied one-family dwelling
- 3) the rental, lease or sale of an owner-occupied one-family dwelling unless publicly assisted (e.g. house with FHA or VA mortgage).

SUPPORT the extension of coverage to all employers of the prohibition against discrimination in employment.

The exceptions in the present law are:

- 1) the employment with an immediate relative
- 2) employers of fewer than eight persons
- 3) persons employed in domestic service
- 4) religious and fraternal associations that require religion as a bona-fide occupational qualification for employment.

SUPPORT sanctions against labor unions upon proof of unfair discriminatory practices, specifically the revocation of licenses, certificates or permits that the unions may hold.

In the present Minnesota Labor Law, there is no sanction that may be used against a union which fails to comply with a SCAD cease and desist order. Sanctions proposed come into play only if the law is violated. We believe this is an effective deterrent and should be added to the law.

SUPPORT sanctions against businesses upon proof of unfair discriminatory practices, specifically the revocation of licenses by the appropriate license authority of the state or any political subdivision thereof.

This new sanction would strengthen the Minnesota law against discrimination. The sanctions, of course, come into play only if the law is violated.

# TIME FOR ACTION

## APPROPRIATIONS TO THE STATE COMMISSION AGAINST DISCRIMINATION

The House Appropriations Committee and the Senate Finance Committee are now hearing presentations by the State Commission Against Discrimination as to their budget needs for 1965-67. This is a commission we are committed to support as a result of our consensus regarding anti-discrimination legislation. We believe that legislation is a necessary means of eliminating discrimination, but we also believe that commission enforcement of such laws with the procedural possibility of education and conciliation is more effective in insuring compliance in the future than an enforcement method which would merely punish an offender for a past act. This method, to be effective, may be more cumbersome and costly, but we believe that its educational function is essential.

### STATE COMMISSION AGAINST DISCRIMINATION COMPARATIVE BIENNIAL BUDGET REQUESTS

	<u>Commission Request</u>	<u>Governor's Recommendation</u>	<u>Legislative Appropriation</u>
1957-59	\$ 92,615	.\$ 71,288	\$ 63,793.66
1959-61	96,194	70,487	66,534
1961-63	97,608	70,181	67,203
1963-65	193,460	128,580	103,861
1965-67	227,236	159,810	????

### COMPARATIVE CASELOADS

	<u>Employment</u>	<u>Housing</u>	<u>Total</u>
1956 thru 1961	186		
1962	19		19
1963	37	60	97
1964	55	86	141

As you can see from these figures, the amount of money given to SCAD has not increased as rapidly as their caseloads. This means that most of their time now is spent in processing complaints. It is one of the reasons why the strengthening amendment which aims at streamlining their procedures is also critical. From 1955 to 1963, the Fair Employment Practices Commission (now SCAD) received no budget increases except civil service merit increases for its employees. Not only is the agency receiving numerous housing complaints, but in the past two years the number of employment complaints has drastically increased. Because of budgetary limits for staff and travel, outstate areas have been relatively untouched, although these areas are not without problems. Limited funds during the past biennium meant that during the last half of 1964 the Commission as a whole was unable to meet. Commissioners live in each of the legislative districts, and there was no money to pay their travel expenses. A further complication in this session arises from the plan to merge the State Commission Against Discrimination and the Governor's Human Rights Commission.



Such a merger was suggested as a means of coordinating the activities of the two agencies. There has not actually been duplication of service. The merger plan, however, is in danger of being considered as an economy move. Words like "duplication," "overlapping" and "inefficiency" are creeping into discussions about combining the two agencies. We are fearful that this will be looked upon as a further excuse to economize in the area of civil rights.

We would appreciate your contacting your legislators at this time. It is particularly important if your legislators are members of the Appropriations or Finance Committees. Please let us know on the enclosed card the way in which your League responded to this Time for Action.

#### HOUSE APPROPRIATIONS COMMITTEE

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Long, Vice Chairman  
Anderson, J.T.  
Anderson, T.  
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Battles  
Burchett, Mrs.  
Carlson  
Farmer  
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Gimpl  
Gustafson, W.F.  
Hall  
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Kirchner  
Klaus  
Mahowald  
Mann  
McLeod

O'Brien  
Pavlak  
Rutter  
Searle  
Skaar  
Sommerdorf  
Swanstrom  
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Olson  
Popp  
Rosenmeier  
Sinclair  
Walz  
Westin

STATEMENT OF MRS. HAROLD WATSON  
MEMBER OF THE BOARD OF DIRECTORS  
of the  
LEAGUE OF WOMEN VOTERS OF MINNESOTA

TO THE STATE DEPARTMENT SUBCOMMITTEES OF THE HOUSE APPROPRIATIONS COMMITTEE AND THE  
SENATE FINANCE COMMITTEE IN SUPPORT OF FULL APPROPRIATIONS FOR THE STATE COMMISSION  
AGAINST DISCRIMINATION

The League of Women Voters of Minnesota opposes discriminatory practices which deny to any citizen because of his race, religion or national origin the right to the employment for which he is suited or the housing he desires and can afford. We further believe that anti-discrimination laws are necessary to eliminate such discrimination, and that by providing legal recourse to one citizen who is denied such a right by another citizen, community tensions are relaxed and peaceful progress can be made toward that equality of opportunity which is the goal of our society.

Of 60 League of Women Voter organizations throughout the state, all supported the 1961 State Act Against Discrimination. While our support of anti-discrimination laws is strong, equally strong is our support of the commission method of enforcement. The 1959 Report of the Legislative Interim Commission on Housing Segregation and Discrimination Practices stated: "The commission method of enforcement is designed to give a law a sanction that will make it effective, but at the same time impose no harsh penalty. Those who run afoul of the law, wittingly or unwittingly, are afforded an opportunity, during confidential investigations and conferences, to explain their position or to show their good faith. During the process an agreement is usually reached which is satisfactory to both the person claiming discrimination and the person who allegedly discriminated. Persuading a person to comply with the law in the future is considered more important than punishment for past acts." Only one case to come before the commission since 1955 has reached the court.

Since education and persuasion are critical in correcting discriminatory practices, we do not want the commission's activities to be confined to receiving complaints and to meting out penalties or fines which can be looked on merely as a license to discriminate.

If we are interested in a commission which can change the climate of opinion in the specific instance where discrimination has occurred, and in the broader community so that discrimination is less likely to occur, we must provide the means to accomplish this task. From 1955 to 1963, the Fair Employment Practices Commission received no budget increases except civil service merit increases for its employees. They were given a sizeable increase in 1963, but the complaint load alone in 1963 increased by more than 450% over that of 1962. And in 1964 it was even higher. Most of the commission's activities have been limited to the metropolitan area. Because of budgetary limits for staff and travel, outstate areas have been relatively untouched, although these areas are not without problems. For one example, as a member of the Minnesota Indian Affairs Commission, I have observed growing tensions in communities on and near Indian reservations which, I believe, can become explosive. The commission needs to be able to initiate meaningful programs in those areas.

It is not enough for the State Commission Against Discrimination to receive complaints from those citizens already informed of this avenue to justice. To direct their protests in the channels most likely to reach a satisfactory solution, minority groups must be better informed of their rights under the law. This demands a positive educational program from the commission.

We urge you to recognize how imperative it is that the State Commission Against Discrimination carry out the duties which have been assigned to it by law, and that you provide it with the funds to make this possible.

April 19, 1965

STATEMENT RELATING TO ANTI-DISCRIMINATION LEGISLATION  
TO THE SENATE JUDICIARY COMMITTEE  
BY MRS. WM. WHITING, PRESIDENT, LEAGUE OF WOMEN VOTERS OF MINNESOTA

Since the drafting of its Constitution, the State of Minnesota has embodied in its laws its concern for insuring equal treatment for all its citizens. From our early days we have forbidden discrimination in voting, in holding public office, in public accommodations and in education. We have always recognized that whenever standards of conduct are established in the law, an important consequence is that legal recourse is provided to one citizen who is wronged by another, thus allowing for an orderly, peaceful resolution of differences.

The passage of the Fair Employment Practices Act in 1955 was historic in Minnesota, not for its intent to eliminate discrimination, for that had been our policy all along, but for establishing in our state the commission method of enforcement. This method provides for eliminating discriminatory practices by a particular individual through persuasion and conciliation before sanctions are applied and in the community at large through a broad education program. Six years of experience demonstrated the effectiveness of this method so that the 1961 Legislature assigned the fair housing law to the State Commission Against Discrimination for enforcement. It is our belief that this approach should also be used in other areas where discrimination exists - such as in access to public accommodations.

In 1955 and again in 1961 exemptions were included in our anti-discrimination laws. Like commission enforcement, this too was a departure from tradition. Some of these exceptions represent recognition by the legislature that there might be occasions where race, religion or national origin are bona fide qualifications - as in the case of requiring that an employee embrace a particular religion for a certain job in a religious institution. Other exemptions are more difficult to justify and may reflect legislators' evaluation of public opinion. If this is the case, you will be interested to know that the 1961 State Action Against Discrimination was studied by League of Women Voters organizations in some sixty different communities throughout the state. After this study there was general member agreement in support of this law. We believe if exemptions are maintained, the burden of justification for these exemptions rests upon the legislature.

Finally, we would like to see enforcement procedures tightened. It may be difficult for a complainant to feel that he had the protection of the law when the house he wanted has been sold to someone else or the job he applied for has been filled during the period in which his complaint was being heard. While we would like to see stronger measures adopted to prevent this possibility - such as granting SCAD the power to issue orders which are binding unless reversed or modified by a court of law or to hold a job or piece of property for a reasonable period of time during investigation - we urge the passage of the proposed procedural changes which can shorten the time involved in processing a complaint.



LEAGUE OF WOMEN VOTERS OF MINNESOTA  
c/o State Organization Service  
University of Minnesota  
Minneapolis, Minnesota 55455

LWV of Minn., SOS, U. of Minn., Minneapolis, Minn. 55455  
April 30, 1965

The LWV of \_\_\_\_\_  
responded to the Time for Action on ANTI-DISCRIMINATION  
LEGISLATION in the following manner:

Please return to state office as soon as possible.

# TIME FOR ACTION

ON

## ANTI-DISCRIMINATION LEGISLATION

Five bills are now being considered by Houses of the Legislature.

1. S.F. 1269 - H.F. 1405  
Public Accommodations
2. S.F. 1330 - H.F. 1391  
Employment
3. S.F. 1492 - H.F. 1603  
Enforcement Procedures
4. S.F. 1294 - H.F. 1407  
Housing
5. S.F. 1310 - H.F. 1432  
Non-discrimination requirements of agents licensed by the State.

Please read the April 26, 1965 Capitol Letter for a description of the contents of these bills and the Legislative Outlook for our position.

In the House of Representatives, a sub-committee of the Civil Administration Committee was named on April 29 to evaluate these bills. The sub-committee members are Representatives French, Chairman, McGowan, Dunn, Graw & Blomquist.

In the Senate, three bills are already out of the Judiciary Committee with recommendations to pass those relating to housing, employment and public accommodations. A procedural bill and the licensing bill will be heard May 3.

As a League, we are able to support bills 1, 2 & 3. We have no position on the other two; therefore, neither support or oppose.

Please write your legislators urging passage of the bills officially favored. You may want to inform your membership of the status of all five bills so they can take action as individuals, not as official representatives of the L.W.V. on 4 & 5.

We will appreciate your returning the enclosed card to the state office with a description of your response to this Time for Action.