

*File  
Workbook*

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity  
WASHINGTON, D. C.

June 11, 1965

BULLETIN: CIVIL RIGHTS

Youth Opportunity Campaign Snowballs

Under ordinary conditions, two million young people between the ages of 16-21 would be unemployed this summer. For many of these, a summer job will make the difference between being able to go back to school or not. The President has asked Government and private employers to take on for the summer one extra employee in this age group for every 100 regular employees. So far, 175,000 extra jobs have been found; the goal is at least 500,000. Over 2,000,000 pieces of mail have been sent out by the Federal Government, State and local Government, business associations, labor unions and service organizations promoting the campaign. Vice President Humphrey, Chairman of the Task Force coordinating the effort, has asked that Federal agencies make a particular effort to encourage field office personnel to work with the local business community and other groups on this program, as well as hiring extra employees themselves. All State employment offices have been asked to establish youth opportunity registers; many newspapers are running free classified ads for young people.

Urban Problems Task Force

This Task Force, chaired by Governor Collins, was set up to coordinate and expedite Federal programs designed to ameliorate the crushing conditions in our urban slums. Governor Collins and representatives of concerned Government agencies have met with the mayors of 9 cities and special Task Force consultants have been appointed to assure rapid and effective follow-through on commitments by Federal agencies in the following cities: Boston, Cleveland, Detroit, Gary, Newark, New York, Oakland, Philadelphia, and Rochester.

The Community Action Program of the Office of Economic Opportunity has been particularly cooperative in speeding up the funding and approval of projects for target cities. The Manpower Administrator has been working with representatives of local communities to tailor MDTA programs to the particular needs of those cities. (For further information, contact Roger Wilkins, Assistant Director for Community Action, Community Relations Service - 112-3621.)

## Affirmative Action in the Construction Industry

Indications are that civil rights groups will increase protests and demonstrations against discrimination in the construction industry. A particular focus may be given to Federal construction projects. To insure a coordinated approach to equal employment opportunity in this field, the President's Committee on Equal Employment Opportunity has appointed Construction Industry Area Coordinators in 20 major cities: Atlanta, Baltimore, Boston, Chicago, Cincinnati, Cleveland, Detroit, Houston, Kansas City, Los Angeles, Memphis, Nashville, Newark, New Orleans, New York City, Philadelphia, Pittsburgh, St. Louis, San Francisco, and Washington, D.C.

(For further information, contact Vincent Macaluso, Special Assistant to the Executive Vice Chairman, President's Committee - 110-3603.)

In Cleveland, where the Federal Office Building site was recently a target for demonstrations, the Urban League and the NAACP have agreed to co-sponsor a Department of Labor training course designed to prepare minority group applicants for building trade union apprenticeship examinations. (For further information, contact Hobart Taylor, 110-3603 or 145-0.)

## Title VI Actions (as of June 3, 1965) (Non-discrimination in Federally Financed Programs)

### Office of Education:

State Departments of Education: 51 out of 53 Statements of Compliance have been accepted. Only Alabama and Alaska have not submitted acceptable statements.

Institutions of Higher Education: 2,093 colleges and universities have submitted assurances of compliance (HEW Form 441.)

Elementary and Secondary Education: 21,900 "Assurances of Compliance" (2,631 of them from the South) have been accepted; 107 voluntary desegregation plans have been accepted, out of 1,235, as of June 3, 1965.

### Department of Health, Education, and Welfare:

The Department has received 235 complaints alleging discrimination under Title VI, 125 of them against



hospitals in the South. HEW has negotiated voluntary compliance with six Southern hospitals, including university hospitals in Birmingham, Alabama, and Jackson, Mississippi.

#### President's Council on Equal Opportunity

The President's Council on Equal Opportunity was established by Executive Order, February 5, 1965, to coordinate civil rights activity in the Federal Government. Vice President Humphrey is Chairman of the Council; the members are Cabinet officers and heads of agencies with civil rights responsibilities.

The Council is empowered to make recommendations on policy programs and actions and to review the fulfillment by departments and agencies of the Council's policy and program decisions; advise the President of inadequacies in existing Federal laws; recommend to the President changes in administrative structures and relationships of agencies and committees dealing with civil rights; and assist Federal departments and agencies in coordinating their programs and activities. Operational responsibility remains with the individual departments and agencies which administer civil rights or related programs.

Three Task Forces have been set up under the Council: the Urban Problems Task Force, under Governor Collins; the Employment Task Force, headed by Secretary Wirtz, and the Education Task Force, chaired by Commissioner Keppel.

A mimeographed directory of Council members, alternates, and staff is available on request (128-6151).

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity  
WASHINGTON, D. C.

June 23, 1965

BULLETIN: CIVIL RIGHTS

Vice President Announces Goal of 750,000 Jobs for Youth Opportunity Campaign.

Because of enthusiasm for this campaign in Government and private business and the great need for this program (In State employment offices alone, between May 24, and June 11, 722,000 young people, 16-21, registered for jobs), the Vice President has increased the goal from 500,000 to 750,000 jobs. So far the campaign has generated over 400,000 jobs. Chairman Macy has stated that he expects the Federal Government to meet its quota of one extra job for every 100 employees; 9,000 have already been hired. In areas of large minority group population, a high percentage of the trainees are members of minority groups. (For further information on the entire program, contact Frank Erwin, Office of the Secretary, Department of Labor, 110-2376; for information on the program in the Federal Government, contact Donald R. Harvey, Director, Bureau of Recruiting and Examining, Civil Service Commission, 183-7261).

Title VI Speeds School Desegregation in the South.

Elementary and Secondary Education: In the last meeting of the President's Council on Equal Opportunity, Vice President Humphrey stated that Title VI was the "Heart and the core" of the Civil Rights Act of 1964; that communities will have two choices: either desegregate and receive Federal funds or give up Federal funds and desegregate anyway.

On April 29, 1965, the Office of Education issued Guidelines requiring all school districts to make a "good faith" start (4 grades desegregated) by Fall 1965 and full desegregation (all grades) by Fall 1967 or face the cut-off of Federal funds. The Guidelines require that, when school systems adopt "freedom of choice" plans as a means of ending segregation, the school district must give parents adequate notice so that free choice can be a reality.

Commissioner Keppel also announced that dismissal of Negro teachers on a discriminatory basis in connection with desegregation is in violation of Title VI and the Guidelines because of the discriminatory impact on students.

Ninety-one percent of the school districts in the South have submitted compliance data, Assurances of Compliance, voluntary desegregation plans, and court orders. Fifty-seven percent of the school districts in the South have been found to be in compliance. (For further information, contact the office of David Seeley, Director, Equal Education Opportunity Program, 13-24681).

The Department of Justice has intervened in 5 school desegregation suits brought privately in Mississippi: Jackson, Meridian, Canton, Biloxi, and Leake County. (For further information, contact John Doar, Assistant Attorney General, 187-2151).

Higher Education: Two thousand, one-hundred and twenty-four Assurances of Compliance have been received from institutions of higher education. In a public letter to Senator Metcalf, Commissioner Keppel stated that the Office of Education will question an assurance of compliance from a college or university which allows fraternities on campus to discriminate on the basis of race. (For further information, contact David Seeley, Director, Equal Education Opportunity Program, 13-24681).

#### Title VI (Non-discrimination in Federal Programs).

Hearing Examiners: On July 26, the Civil Service Commission will begin training a pool of 25 Government Hearing Examiners to conduct hearings on Title VI cases. The examiners will be available to any agency needing their services. (For further information, contact Bayla White, Commission on Civil Rights, 128-5616).

Title VI Film ("The Letter and the Spirit" - 28 min.): HEW and the Commission on Civil Rights have a limited number of copies of a film on Title VI, consisting mainly of the Vice President's speech at the Title VI implementation conference. This film is available to all Federal agencies for use in training personnel to implement Title VI. (For reservations to obtain the film, call Richard Shapiro, Assistant Director, Federal Programs, Commission on Civil Rights, 128-21686).

Office of Economic Opportunity: The Office of Economic Opportunity has notified 20 head-start applicants that they do not meet final processing requirements due to civil rights problems. (For further information, contact Mr. Sam Yette, 128-6267).

HEW: Voluntary compliance has been achieved in 15 hospitals in 8 Southern states.



Jill

THE VICE PRESIDENT

WASHINGTON

Tuesday, June 1, 1965  
12 noon

CIVIL RIGHTS

MEMORANDUM TO: THE PRESIDENT

FROM : THE VICE PRESIDENT

1. Dismissal of Negro Teachers: The staff of the President's Council on Equal Opportunity will be meeting with Civil Rights leaders and appropriate Government officials on the alleged discrimination in the firing of Negro teachers following desegregation and consolidation of schools in certain areas. We are exploring the possibility of dealing with this problem through HEW Guidelines.

2. Equal Employment Opportunity Commission: The Potomac Institute and the Bureau of the Budget are working on an organization proposal for the Commission.

3. Government Summary Report: To encourage officials of different Government agencies who are working on the same type of problems or in the same geographical area to coordinate their activities, we have asked each Government agency to submit a one-page weekly report. The most important matters from these reports will be included in a summary report which will be distributed to all of the agencies.

4. Youth Opportunity Campaign: The publicity effort is still on a rising curve. Network coverage is increasing. The response is growing. A.T. & T., R. J. Reynolds, Rexall Drug, RCA, Humble Oil, and many others have announced their support.

cc: John Stewart

nn

Filvaroff

Thursday, June 3, 1965  
6:00 p.m.

MEMORANDUM TO: THE PRESIDENT

FROM: THE VICE PRESIDENT

I met yesterday with the President's Committee on Equal Opportunity in Housing, chaired by Governor Lawrence. As you know, this Committee, which has both public and Government members, has recommended that you broadly extend the 1962 Executive Order relating to non-discrimination in housing. Since it was anticipated that several public members of the Committee might resign in protest and create substantial embarrassment for you, it was important to present an affirmative, optimistic face without committing you or the Administration to extending the Order. Thus, I indicated to the Committee that its recommendation had been discussed with you and that you were sympathetic and aware of the need to expand housing opportunities for Negroes. At the same time, I noted that there were very substantial legal difficulties involved in extending the Order as suggested and that, pursuant to your instructions, we were actively seeking ways to implement the recommendation.

I stressed most strongly the need for keeping a closed mouth about the matter and that any public discussion could only make Executive action more difficult.

Reports which have come back to me today indicate that the meeting achieved the desired object -- the Committee, while still restless, is not presently rebellious. It seems clear, however, that undue delay could bring things to a head again. We are using the breathing space to explore the possibility of extending non-discrimination in housing requirements by individual agency action rather than through a stroke of your Presidential pen.



WR

June 1, 1965

MEMORANDUM TO THE VICE PRESIDENT  
CC: Governor Lawrence  
Lee White

FROM JOHN STEWART

Tomorrow at 10:30 A.M. you will be meeting with the President's Committee on Equal Opportunity in Housing chaired by Governor Lawrence. As you know, this Committee is comprised of both government and public members. The Committee will be deeply interested in learning what action the Executive Branch intends to take concerning their recommendation to extend the 1962 Executive Order relating to non-discrimination in FHA and VA insured housing.

Today I met with Governor Lawrence and Lee White and we agreed that the following course of action be proposed to you:

1. You would be appearing before the Committee to give them a progress report on the consideration and evaluation by the respective departments and agencies of their recommendation to extend the housing order. Your report would be composed of the following statements:

a) A number of Federal agencies and private groups had been consulted for their views concerning the Committee's recommendations. All persons consulted recognize the dimensions of the problems spelled out in the Committee's report and all were sympathetic to taking whatever action is feasible to improve the situation.

b) Some persons in the Federal government expressed honest doubts concerning the authority possessed by the President to direct independent agencies such as the FDIC in this fashion. There is also the serious legal question of whether regulatory authority under the deposit insurance programs can be used to control the conduct not only of member banks and savings and loan associations but also the conduct of borrowers from such associations and banks.

c) You presented to the President a comprehensive analysis of the need to take action in the area of housing,

Memo to the Vice President  
From John Stewart  
June 1, 1965  
Page 2

together with a series of procedures to be considered by which such action could be taken.

d) The President, in response to this memorandum, indicated his awareness of the need to expand non-discriminatory housing opportunities and he instructed the Vice President to further explore methods by which this need could be met. This exploration is now going forward.

2. To assist the Vice President in the exploration of procedures whereby the objective of the Committee could be achieved, you have asked Governor Lawrence, the Attorney General and the Administrator of the Housing and Home Finance Agency to work with you as a special ad hoc committee. You would emphasize that this committee has not been formed to consider the recommendations of the President's Committee on Housing but rather to explore procedures whereby their report could be implemented.

3. You would stress to the members of the President's Committee the reasons why extensive preparatory work is taken prior to any Presidential action or directive. Due to the serious doubts concerning the President's power to act in this area, every possible step must be taken to avoid having any executive action overturned by the Supreme Court. Such a reversal could set back many years the entire campaign for equal housing opportunities throughout the United States. Moreover, there are many powerful forces--political and otherwise--who are opposed to any action in this area. All steps must be taken to neutralize these forces before any action is taken.

4. You must also stress to the Committee that while the outlook is optimistic, any public discussion of this situation can only endanger executive action relating to housing. There simply cannot be any discussion with the press or anyone else about the situation which currently exists within the Executive Branch.

5. Prior to the full meeting of the President's Committee, Governor Lawrence will be meeting with several members who have allegedly threatened to resign if the housing order is not extended. These include Ferd Kramer (Draper and Kramer of Chicago) and Earl Schwulst. Governor Lawrence will be ~~explaining~~

Memo to the Vice President  
From John Stewart  
June 1, 1965  
Page 3

explaining to them the general situation as it currently exists and stressing to them the grave danger of premature public discussion or any precipitous action on their part, such as resignation from the Committee.

6. In summary, your report will be optimistic in tone, but worded sufficiently carefully so that the President will not be irrevocably committed to action in the minds of the Committee members. In fact, Lee White reports the President to have responded in a highly affirmative manner to your memorandum but that premature discussion or disclosure would endanger the entire program. You would not go into specific details about the discussions currently underway with the FDIC and the Federal Home Loan Bank Board concerning their taking direct action in this matter, thereby alleviating the need for the President to exercise his questionable authority in this area.



*JFK*  
THE VICE PRESIDENT  
WASHINGTON

Tuesday, June 29, 1965  
5:30 p.m.

CIVIL RIGHTS

MEMORANDUM TO: THE PRESIDENT  
FROM: THE VICE PRESIDENT

Education: School districts in the South have been submitting compliance data--desegregation plans and court orders--with the exception of half the districts in Alabama and most in Louisiana. For the moment, no school funds are going to those two states. The Fifth Circuit Court of Appeals, in a decision last week, indicated that it would follow the lead of the Office of Education in setting standards governing the speed of desegregation to four grades a year to conform with the Office of Education Guidelines. This decision is a most significant and helpful one.

Consolidation of Employment Functions: The draft of the Executive Order abolishing the President's Committee on Equal Employment Opportunity is nearing completion. Since, to my understanding, you do not intend to hold any ceremony marking the July 2 effective date of the non-discrimination in employment provisions of the 1964 Civil Rights Act, we will not push to have the Order for announcement on that date. Everything should shortly be in shape for your attention.

The Regulations for the Equal Employment Opportunity Commission will be published in the Federal Register on Thursday, July 1.

Jackson, Mississippi: The arrest of 800 demonstrators from the Freedom Democratic Party, allegations of police brutality and the refusal of authorities to permit medical services from outside sources, have increased the tension in Jackson. Community Relations Service efforts to conciliate have so far been unsuccessful.

EXECUTIVE OFFICE OF THE PRESIDENT

President's Council on Equal Opportunity

WASHINGTON, D. C.

June 4, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT

FROM : WILEY A. BRANTON

1. Dismissal of Negro Teachers: HEW will issue a press release and send a letter to State educational officials stating that discriminatory firing of Negro teachers when schools are desegregated is in violation of Title VI and the Office of Education Guidelines.

2. Urban Problems Task Force: The Task Force is particularly concerned about Gary and Cleveland because potentially helpful Federal programs in those two cities are limited. Mr. Julius Manger has written to all hotel men who are National Citizens Committee members urging that they create equal opportunity programs in their businesses; letters have also been sent to the heads of women's organizations urging them to support and participate in the Urban summer project.

3. Housing: We will set up a meeting of the ad hoc Task Force on Housing consisting of the Attorney General, Governor Lawrence, and Robert Weaver, as soon as we have checked with Justice to see how far along they are on their evaluation of the legal aspects. Reports from a variety of sources indicate that your meeting with Governor Lawrence's Committee accomplished the desired objective: while some members are still restless, the rebellion has been put down at least for the time being. I feel, however, that we have an obligation to proceed as fast as possible.

4. EEOC and PCEEO Consolidation: Secretary Wirtz' Task Force met Wednesday to consider merger or consolidation of the President's Committee and the EEOC. Plans are being made to effect transfer of Government employment to the Civil Service Commission. Functions of the PCEEO, other than Plans for Progress, Contract Compliance, and some reporting functions, will probably be assumed by the EEOC. Plans to abolish the PCEEO and to transfer the contract power and Plans for Progress to our Council are still under consideration. An alternative plan (for the President's Committee to continue in existence with a reduced scope of operation) is also being examined.



Secretary Wirtz' Task Force will make recommendations next week although there may be some delay because Hobart Taylor is out of the country. Lee White has been kept generally informed of our actions. It is hoped that all decisions can be made and implemented by the beginning of July.

5. PCEEO: The President's Committee is about to issue a "C" Order against Mohasco Industries ("Mohawk" carpets), Amsterdam, N.Y., which gives notice to all agencies not to do business with the company until the predominant agency (GSA) receives and approves an acceptable compliance program. Twelve other "C" Orders have been issued since the PCEEO was formed.

The Government Employment Division reports that in Dallas the Internal Revenue Service has arranged for direct recruitment of summer trainees in predominantly Negro high schools and Treasury will recruit at least 60 Negro youths as part of the Youth Opportunity Campaign. AEC has recruited 40 Negro graduates of Southern colleges for summer clerical positions; 12 out of 100 professional summer employees at NASA's research center in Langley will be Negro. Because of the corporation's facilities in Bogalusa, GSA, PCEEO, and the Community Relations Service are meeting with Crown Zellerbach to see what contribution that company can make to the situation in Bogalusa.

6. Building Trade Unions (Cleveland): The Cleveland apprenticeship information advisory committee will meet next week to consider further the affirmative program proposed by the Department of Labor. At the urging of civil rights organizations, BAT will probably conduct a compliance review of the recent electrician apprentice program for which no Negroes were selected.

7. Merit Standards: Louisiana Merit Standards have definitely been approved. The Department of Labor is still to confer with Governor Ellington on ways of proceeding on Alabama.

8. Government Summary Report: The first reports from all agencies and departments of the Government have come in; the first summary will be prepared and distributed early next week.

9. SRI: Dr. Hirshberg and Dr. Bosley of the Stanford Research Institute have office space with our Council and are

at work on establishing an information collection and monitoring system.

10. Council Staff: Mr. Ben Segal has now joined the staff of the Council on a full-time basis.

EXECUTIVE OFFICE OF THE PRESIDENT

President's Council on Equal Opportunity

WASHINGTON, D. C.

June 12, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT

FROM : WILEY A. BRANTON *W.A.B.*

1. Dismissal of Negro Teachers: Commissioner Keppel issued a press release and sent a letter to State education officials stating that discriminatory firing of Negro teachers when schools are desegregated is in violation of Title VI and the Office of Education Guidelines.

2. Urban Summer Problems Task Force: A full report of this Task Force was sent to you yesterday.

3. Consolidation of Employment Functions: Secretary Wirtz' Task Force is drafting an Executive Order to transfer Federal employment to the Civil Service Commission and the responsibility for coordinating the Government contract program to the Council on Equal Opportunity.

4. EEOC: Chairman Roosevelt has given approval to a proposed table of organization developed by the Potomac Institute and revised by the Department of Commerce. Next week four Task Forces, each headed by a Commissioner, will be established on: Rules and Regulations; Relations with State and Local FEPC's; Reporting and Record Keeping Requirements; and Conferences and Manuals.

5. PCEEO: Mohasco Industries ("Mohawk" Carpets) has just indicated to GSA that it is not interested in a Government contract for Fiscal 1966. The President's Committee, which had held up plans to issue a "C" order hoping for an acceptable plan, is again making plans to issue such an order which gives notice to all agencies not to do business with the Company until GSA receives and approves an acceptable compliance program.

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity  
WASHINGTON, D. C.

June 18, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT  
FROM : WILEY A. BRANTON

*File*

1. Meetings of Civil Rights Organizations.

In an effort to maintain close communication with civil rights leadership, I attended the meeting of the Southern Interagency Conference in Atlanta on Wednesday and the Council for United Civil Rights Leadership (Big Eight) in New York on Thursday. The information gained from these meetings will enable us to follow the direction of the civil rights movement more closely this summer.

2. Alabama.

Title VI: Mr. Libassi of the Council staff has requested all departments and agencies to submit immediately reports of failure or refusal by public agencies in Alabama to submit the required statements or assurances of compliance or desegregation plans.

Defense: The Director of Civil Defense in Alabama has refused to furnish the Office of Civil Defense with a Statement of Compliance because he maintains the requirement of an assurance is illegal and unconstitutional.

Merit Standards: Governor Ellington has suggested that Governor Wallace be called and informed that unless Alabama accepts Federal Merit Standards, a number of Federal assistance programs will be cut-off within the State. Labor and HEW are preparing a recommended course of action.

3. Title VI.

Coordinated Enforcement - Hospitals: The final proposal for coordinated enforcement of Title VI in hospitals and health facilities has been circulated to all agencies concerned with a request for comments by July 1.

Hearing Examiners: I have written Chairman Macy advising him that all agencies have approved the Hearing Examiner proposal: we expect the Civil Service Commission to put the proposal into effect as soon as possible.

Office of Education: In a public letter to Senator Metcalf, Commissioner Keppel stated that the Civil Rights Act requires individual colleges to make certain that fraternities do not discriminate on racial grounds.

4. Banks.

Plans to bring Federal Depository Banks under the Executive Order on Employment are still awaiting Secretary Fowler's approval.

5. Chicago.

The Community Relations Service was instrumental in averting a crisis situation during demonstrations against de facto segregation in Chicago. Although the situation remains critical, a foundation for proper airing of Negro grievances appears established.



EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity

WASHINGTON, D. C.

June 25, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT  
FROM : WILEY A. BRANTON

*File*

1. Education Task Force.

Assistant Secretary Quigley, Commissioner Keppel, Governor Ellington, Douglas Cater, Dave Filvaroff, John Doar, Bill Taylor and I met late last week to discuss school desegregation. With the exception of those in Alabama and Louisiana, school districts appear to be coming forward with desegregation plans or court orders. Few Louisiana districts, and only 50 percent of those in Alabama, have submitted compliance data. The recent decision of the fifth circuit ordering Jackson Mississippi to speed up desegregation to four grades a year should help as it brings judicial decisions in line with the Office of Education minimum standards. We are following this situation closely. Meanwhile, no school funds are going to Alabama or Louisiana.

2. Alabama.

Merit Standards: Governor Ellington suggests that Governor Wallace be told that, unless the State comes into compliance, funds for a variety of welfare programs will be cut off. Labor concurs in this suggestion, but we are still awaiting HEW's recommendation. Because of the number of important programs involved, we would expect to give the President notice before any action.

Title VI: 20 out of 21 agencies have replied to the memorandum asking for immediate reports on the extent of failure or refusal by public agencies in Alabama to submit compliance data; the replies are being analysed.

3. Consolidation of Employment Functions.

The draft of the Executive Order is nearing completion and we hope for a White House announcement on July 2, possibly during some ceremony launching the Title VII program.

#### 4. Urban Problems Task Force.

The most serious problem facing the program has been the delay in funding several Neighborhood Youth Corps projects. However, the Department of Labor has informed the Council that these projects will be signed within five days. The lack of jobs under the Youth Opportunity Campaign in Boston and Gary is also causing some concern.

#### 5. Hearing Examiners.

The Civil Service Commission will begin training 25 hearing examiners to hear Title VI cases on July 26.

#### 6. Philadelphia, Pennsylvania.

The Community Relations Service is preparing to negotiate with the board of trustees of Girard College to seek voluntary desegregation. Years of litigation failed to crack the "white male orphan" clause and demonstrations have increased.

#### 7. Jackson, Mississippi.

The arrest of 800 demonstrators from the Freedom Democratic Party, allegations of police brutality and the refusal of authorities to permit medical services from outside sources, have increased the tension in Jackson. Community Relations Service efforts to conciliate have so far been unsuccessful.

*File EEOC*

MEMORANDUM

JUNE 28, 1965

*TO John St*  
*7/2*

TO: THE VICE PRESIDENT

FROM: RONALD F. STINNETT

RE: APPROPRIATIONS FOR THE EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION

I think I now have the EEOC on the correct road to getting their funds approved by Senator McClellan's Subcommittee on Appropriations. I worked last Wednesday, Thursday, and Friday instructing them on the Commission as to the proper procedure. It seemed to me that the people down there knew practically nothing about how they should proceed to get appropriations for their existence.

Both John Stewart and I felt that they should learn themselves and that I would simply give them an outline. This I did, and hearings will be held Monday, Tuesday, and Wednesday of this week on the \$5.5 million they are asking.

We may be called into action if they get a hard time from the Committee. The attached list of members are on the Subcommittee. We should do nothing yet, but we will be ready if needed.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506

June 25, 1965


MEMORANDUM FOR: Ron Stinnett

The members of Senator McClellan's subcommittee are as follows, in addition to the chairman:

Ellender  
Magnuson  
Holland  
Pastore  
Bible  
McGee  
Byrd - W. Virginia  
Mansfield  
Hayden  
Mrs. Smith  
Saltonstall  
Mundt  
~~Hruska~~ **HRUSKA**  
Cotton  
Case

I would appreciate being advised of any actions which you may take and which you feel would be of help to me in advising Mr. Roosevelt and his four associates on the Commission.

Thanks very much for all your help.

  
William J. Kendrick  
Code 110, Ext. 3603

COPY

June 9, 1965

Dear Mr. Zurn:

Thank you for your recent letter expressing some concern over the background of the members of the Equal Employment Opportunity Commission.

I can assure you that the President made a special effort to see that all persons involved in the successful implementation of Title VII of the Civil Rights Act of 1964 would be represented on the Commission. As you know, Franklin D. Roosevelt, Jr., former Under Secretary of Commerce, is now serving as the Commission's Chairman. Mr. Roosevelt had an extensive business career and, I believe, understands the concerns and problems of the businessman. In addition, Richard Graham of Wisconsin also brings to the Commission a knowledge of business problems.

We have, moreover, maintained close liaison with the appropriate officials of the U. S. Chamber of Commerce and the National Association of Manufacturers. In other words, we intend to make a special effort to see that the interests and concerns of the business community are fairly represented in the work of the Equal Employment Opportunity Commission.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Melvin A. Zurn  
President, Manufacturers  
Association of Erie  
801 French Street  
Erie, Pennsylvania 16501



# MANUFACTURERS ASSOCIATION OF ERIE

ORGANIZED 1905 · INCORPORATED 1914

801 FRENCH STREET · ERIE, PENNSYLVANIA 16501

June 1, 1965

Telephone / Area Code 814  
GLendale 2-5667

## OFFICERS

MELVIN A. ZURN  
*President*  
ALLYN S. WRIGHT  
*Vice President*  
O. E. HENNING  
*Treasurer*  
HOWARD L. KELLY  
*Executive Director and Secretary*  
JOHN W. HAMILTON  
*Director of Industrial Relations*

The Honorable Hubert H. Humphrey  
Vice President  
The United States of America  
Senate Office Building  
Washington, D. C.

Dear Mr. Vice President:

The recent announcement of the names of those people who have been appointed to constitute the Equal Employment Opportunity Commission is disturbing news for the employers of this community.

It appears from the brief background sketches provided in the news release that there is a dearth of manufacturing and industrial experience represented by the appointments. As responsible employers, it is our intention to cooperate fully in the implementation of The Civil Rights Act. However, it is difficult to see that real understanding of, and appreciation for the problems of management can be realized by a group whose individual experience seems to be so foreign to the employer's purpose and philosophy.

We wish to go on record with you indicating our concern over these appointments and suggest that our concern in this matter be made known to members of the Senate and to the Commission when it is confirmed.

It appears that the spirit of checks and balances, which is so vital to harmonious achievements within the framework of democracy, has been overlooked.

Sincerely yours,

  
Melvin A. Zurn  
President

MAZ/cde

## GOVERNORS

FREDERIC E. BAHRENBURG  
*Vice President,*  
*Hammermill Paper Company*  
J. D. CLEMENS  
*Vice President,*  
*Hays Manufacturing Company*  
ROGER W. GRISWOLD  
*President,*  
*Erie Malleable Iron Company*  
O. E. HENNING  
*Vice President,*  
*Union Iron Works*  
FRANKLIN S. PATTON  
*President,*  
*Sterling Seal Company*  
T. O. SCHRADER  
*President,*  
*Erie City Iron Works*  
HAMILTON W. STRAYER  
*Vice President,*  
*Erie Strayer Company*  
R. J. WALKER  
*Vice President,*  
*American Sterilizer Company*  
W. E. WALKER  
*Owner,*  
*Erie Burial Case Company*  
LOUIS E. WENGERT  
*General Manager,*  
*DCM & G Department*  
*General Electric Company*  
ALLYN S. WRIGHT  
*President,*  
*Reed Manufacturing Company*  
MELVIN A. ZURN  
*Chairman,*  
*Zurn Industries, Inc.*



U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

June 4, 1965

MEMORANDUM

To: Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

From: Roger W. Wilkins

Subject: Urban Problems Task Force

A substantial portion of this week's activities was devoted to personnel. We increased our staff by adding fifteen professional people. Eight of them have already left to take field assignments. One additional field person is pending. We have four people here, manning the city desks, three additional persons working on normal Community Action program functions for the summer project, and three additional people working on federal programs. During the week I completed negotiations with AID on Mildred Pitt's resignation from her present job. She will join my staff on June 14, 1965. The addition of these new staff members necessitated a good deal of staff attention to logistical problems, the development of reporting procedures and other operational questions.

We reviewed federal programs in Gary, Indiana, and Cleveland, Ohio. We are concerned about both of these cities because the federal activities there are relatively limited. We talked at some length with the regional OEO people in Chicago and tightened up our system for monitoring the Cleveland program and rendering assistance to it.

The Gary program is even more distressing because its poverty program is tied up in the over-all Lake County program and therefore its progress is tied to that of Hammond and East Chicago, as well as a number of smaller communities in the county. We have urged OEO to move the Detached Worker portion of the Gary CAP program rapidly. We have been assured that that will be done and that it will be funded next week. We have also alerted our consultant in Gary to begin working on two high-tension problems. Those are the problems between the Slavs and the Negroes, and the anticipated problem of Negroes' using a public beach which was desegregated by court order two years ago. Negroes have not yet used the beach and we are told that segments of the white community are anxious to prevent the integration of the beach. Our consultant is working on those problems today.

June 4, 1965

We spent a portion of the week working with OEO on the development of a TV program to be shown on June 28 on the CBS TV network. The program will be designed to tell heretofore unreached poor youngsters about the opportunities afforded by the poverty program. In connection with this effort we participated in the development of a new OEO program which is tentatively called a Junior CAP program. Generally, the program will enable young people to participate in the formulation and administration of program activities in which they will be involved.

We became involved in a problem concerning an application by the City of Newark for a program under Title V of the Economic Opportunity Act. We have alerted the Secretary of HEW to the high interest of Newark in a Work Education Training Program and to the issues which led the Commissioner of Education to deny the application. We have urged the Secretary to give sympathetic consideration to the Newark application. We have also tentatively become involved in shepherding a number of programs submitted by Rochester, New York, through Washington. These include a summer Neighborhood Youth Corps program, a Neighborhood Center program, a Head-Start program and a cluster of CAP activities.

We have made a date for Governor Collins to see Mayor Yorty on July 14.

Mr. Julius Manger, Chairman of the Employment Sub-Committee of our National Citizens Committee, wrote to hotel men who are members of the NCC urging that they create equal opportunity programs in their businesses. Mr. Manger has received letters pledging support and cooperation from Carling Dinkler, Jr. of the Dinkler Hotel Chain, Albert Pick of the Pick Hotel Corporation and Kemmons Wilson of Holiday Inns of America.

Mrs. Sophia Y. Jacobs, chairman of the Women's Sub-Committee of the National Citizens Committee, wrote letters to heads of women's organizations urging support for the Urban Summer Project and participation in it.

I am attaching a list of the names of our consultants who will be working in the cities this summer and brief biographic resumes on them. I am also attaching a brief summary of their duties in the cities.

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY  
WASHINGTON, D.C. 20210

June 2, 1965

MEMORANDUM FOR THE VICE PRESIDENT

Weekly Status Report  
June 3, 1965

I. Plans for Progress

- Mailed complete information kit and covering letter from Advisory Council Chairman Bill Miller to all Plans for Progress companies urging their cooperation in the President's Youth Opportunity Campaign.
- Met with representatives of the Advertising Council and the Marschalk advertising agency to revise media production schedule for equal employment opportunity advertising campaign with aim of early distribution of materials, particularly radio announcements. Latter are now tentatively scheduled for early July.
- Staff attended steering committee meeting in New York City. Committee decided to expand the Council from 19 to 24 members and submitted list of candidates for 1966 staff positions. Discussed pros and cons of incorporating Plans for Progress as a non-profit organization; final decision still to be made.
- Selected additional administrative staff member to serve in Washington for next year as a specialist on job training programs. New man is Stephen Mahan of the Westinghouse Electric Corporation, Baltimore, who will report on July 1.

- Staff members continued meetings with Committees in various cities to help finalize program and financing plans for 15 guidance counsellor workshops this summer. Administrative Director convened meeting to begin planning for expanded program of similar seminars in 1966.
- Staff members met with officer responsible for equal employment opportunity in U. S. Steel's Birmingham, Alabama, plant to work out ways of making faster progress there.

## II. Federal Government Employment Division

- Internal Revenue Service, Dallas, Texas, has arranged for direct recruitment of summer trainees through predominantly Negro high schools. GSA, Atlanta, hired a Negro Building Manager Trainee, GS-5. (These actions are the direct result of recent staff meetings with these agencies.)
- To expedite minority employment for Youth Opportunity Campaign, Treasury made on-the-spot decision to recruit between 60 and 75 Negro youths in the Dallas, Texas region.
- Continuing results of "third party" complaint filed by Negro employees of the Bureau of Engraving ---- reactivation of apprenticeship program for Plate Making and Plate Finishing. Three of the four employees in the program are Negroes and one is female.
- As a result of affirmative action, AEC has recruited approximately 40 Negro graduates from southern colleges for clerical and stenographic positions this summer.
- At FDIC, Negroes are now at work in clerical positions in four District Offices (New York, Columbus, Ohio, Atlanta, and St. Louis) for the first time. One Negro Trainee Bank Examiner, the Corporation's first, is now attending the Inter-agency School for Bank Examiners here in Washington and will serve in the Columbus, Ohio, District. Also, FDIC has recruited eleven Negro students for their Summer Student Trainee Bank Examiner Program.



- At the Post Office, Negroes were named to key positions. One as chairman of the personnel bureau's Board of Appeals and Review, and the other to head the Employee and Placement Branch of the Washington region -- both appointments are "firsts".

### III. Contractor Compliance Division

- Reviewed HEW and HHFA compliance program deficiencies, and directed several changes.
- Governor Collins' office requested Committee assistance with Crown-Zellerbach in Bogalusa. GSA arranged a meeting in San Francisco on June 2, with officials of the company and Governor Collins' office. We will still meet on June 8 with the company to review compliance.
- The staff closed out 34 individual complaints during the past week.

### IV. Construction Industry Program

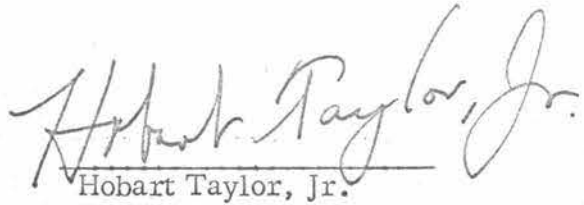
- The Area Coordinator program was launched on June 1, in Cleveland. There was a morning meeting with local civil rights leaders and Government representatives. There was a luncheon meeting with representatives from the Mayor's office, as well as leaders in the industry and civil rights movements. In the afternoon there was a meeting with contractors and union representatives. All of these meetings were relatively small, involving between twenty and thirty people. The subjects discussed ranged from an explanation of the contract construction compliance program, affirmative action in connection with the President's Youth Opportunities campaign and apprenticeship standards to the BAT role in the new construction reporting system and the new Equal Employment Opportunity Commission. Mayor Locher of Cleveland was the luncheon host.

V. Information Division

- Issued press release on the Vice President's statement regarding the Summer Youth Opportunities Program  
----- 2500 copies.
- Speech draft prepared for the Vice President to be delivered at the Northwest Regional Plans for Progress Conference, San Francisco, California, on June 10.
- Edited and re-wrote sections of staff evaluation of contract compliance program.
- Finished necessary revisions and approvals on copy for Plans for Progress community action booklet.
- Revised proposed Civil Rights Commission pamphlet entitled "Equal Employment Opportunity under Federal Law."
- Wrote guest column for Victor Riesel, Hall Syndicate labor columnist.
- Arranged with the Chicago Defender for a spot in special edition going to all Negro College graduates for story on Youth Opportunity Campaign.
- Contacted editorial writers of Chicago newspapers and CBS and NBC radio outlets concerning YOC campaign; contacted Detroit Mayor's Youth Employment Project and gave them material on this campaign. They will distribute it to all media, including minority stations.
- Business Week magazine is coming out with a review of employment in the South as it affects Negroes; we have been feeding them material over the last two months, through their Atlanta and Washington Bureaus; the article is scheduled for the edition of Saturday, June 12.

- - - -

The recent announcement by the Catholic Dioceses of Detroit, Saint Louis and Washington, D. C. instituting equal employment opportunity programs are a direct result of the Committee's actions and advice.

  
Hobart Taylor, Jr.

WS

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY  
WASHINGTON, D.C. 20210

MEMORANDUM FOR THE VICE PRESIDENT

Weekly Status Report  
June 10, 1965

I. Plans for Progress

- Staff members gave: Keynote address at Ohio Community Action Assembly, Dayton; spoke at Negro Public Relations meeting, Philadelphia, and participated in three panels at San Francisco Regional Plans for Progress Seminar.
- Staff members met with group sponsoring guidance counsellor seminar in Los Angeles and San Francisco to finalize program and financing problems.
- Gave presentation on development of National Advertising Campaign to Franklin D. Roosevelt, Jr. and Secretary of Labor Wirtz and his staff.

II. Federal Government Employment Division

- FAA has created a new position of Flight Data Aide (FLIDAP) at grades GS-3 through GS-6 and anticipated that this position will provide an avenue which has not previously existed for the training and advancement of Negroes and other minority group employees. In their Southern Region, 12 of the 15 employees being trained for (FLIDAP) positions are Negroes. In the Southwest Region, three minority group GS-4 employees are being trained for (FLIDAP) positions for possible early advancement to GS-6. The Western Region has a Negro GS-3 messenger assigned to the (FLIDAP) program.

Affirmative action in SBA's Southeastern Region resulted in the addition of seven (7) Negro employees. Two of these are engaged in GS-7 and GS-11 positions. In addition, a GS-7 and a GS-11 are pending appointment. Also, four Negro college students have been hired for the summer.



- Met with Commission on Civil Rights staff members to explore areas of mutual cooperation in promoting equal employment opportunity in selected cities and states.
- Backlog of cases was reduced significantly. Closed 130 cases during the month of May -- 96 Post Audits and 34 Appeal cases. Corrective action was taken in 36 percent of cases closed.

### III. Contractor Compliance Division

- P.B. - The discussion of this in the summary is more up to date.*
- Mohasco has submitted a program for compliance in Greenville, Mississippi. An on-site review by staff and GSA is scheduled to determine effectiveness before approval is given.
  - Staff submitted to Special Counsel proposed changes in Rules and Regulations. Recommendations were made to help strengthen administration of the Orders and help coordinate with Title VII.
  - The staff has reduced complaints, more than a year old, against 48 companies to 33 companies. These are in the field for further negotiations and solutions and involve complicated problems.

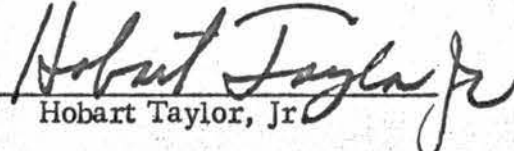
### IV. Construction Industry Program

- There were kick-off meetings in St. Louis on Friday, June 4, and in Philadelphia on Monday, June 7. In both cities a staff member of the President's Committee led discussions with groups of prominent contractors, union representatives, civil rights leaders and City Government officials. In Philadelphia, Mr. Donald Glover, Special Assistant to the Under Secretary of Labor, joined the discussions. The subjects discussed were generally the same as had been covered in the Cleveland kick-off meeting. Attendance was good, and the discussions seemed to indicate that the industry is paying increasingly closer attention to our program.



V. Information Division

- Prepared and issued releases and information on the Plans for Progress Conference in San Francisco as follows:
  - Keynote and afternoon speeches.
  - Release by Vice President giving progress statistics of the first 100 companies.
  - Information kits for press.
- Released Hobart Taylor's speech at North Carolina A & T College.
- Compiled information and material for new Commission.
- Typed four speeches for the Vice President's office.
- Edited presentation of Contract Compliance Program for publication by Howard University.

  
Hobart Taylor, Jr

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY  
WASHINGTON, D.C. 20210

MEMORANDUM FOR THE VICE PRESIDENT

Weekly Status Report  
June 24, 1965

I. Plans for Progress

- National EEO Advertising Campaign - held meeting of Special Advisory Communications Research Committee in New York City, to review findings of pre-testing of equal employment opportunity print advertising and to preview radio commercials and popular song written on the theme of "Things are Changing".
- Staff members gave talks at: opening session of first 1965 Guidance Counsellor Workshop held in St. Louis; staff meeting of Business and Defense Services Administration, Commerce Department; special meeting of all employee relations divisional managers of Dupont Company at Wilmington, Delaware; summer conference of the college placement council at Ann Arbor, Michigan. (Latter meeting included discussion of college placement conference for autumn 1965 as follow-up to successful 1964 conference.)
- Prepared copy and attachments for Advisory Council Newsletter No. 29.

II. Federal Government Employment Division

After considerable negotiation with GPO officials, a Negro maintenance machinist will begin work on June 28, 1965. Other negotiations for the development of a positive program of minority utilization is continuing.



- As a direct result of our consultation meeting with officials of the Department of Commerce, a series of field trips was undertaken by this agency. Between June 21 and July 3, twenty-three Commerce field activities will be visited by a team comprised of the Department's Special Assistant for Equal Opportunity, a representative of the Department's Office of Personnel, and the personnel officer of the appropriate bureau whose field installation will be visited.
- Positive action on the part of the Department of Commerce has resulted in a breakthrough by the appointment of a Negro in the Census Bureau, Atlanta, Georgia; the Bureau of Roads succeeded in transferring a Negro GS-11 Auditor to Raleigh, North Carolina, from the U. S. Navy Area Audit Office, Washington, D. C.; and the Coast and Geodetic Survey commissioned the first Negro officer in its history.
- Advised 12 Federal departments and agencies through memorandum of pending on-the-spot inspections by Division staff of selected installations, whose EEO programs appear to be inadequate. The following agencies have been so notified: Agriculture, Air Force, Army, Commerce, HEW, HHFA, Interior, Justice, Labor, Navy, NASA, and Treasury. The inspections in Midwestern, Southeastern and West Coast states.
- Informal contact with the office of the Employment Policy Officer, Department of Interior, on behalf of two potential complainants alleging racial discrimination in promotion actions resulted in corrective action taken. Both employees were promoted outside the formal complaint process.

### III. Contractor Compliance Division

- Last week we reported a total of 178 complaint cases pending staff review and closeout action. During the week, 86 cases were closed and 8 cases returned to agencies for further investigation. The staff is giving continuing attention to reduction of the complaint review workload.

- The Executive Vice Chairman approved staff recommendations for designation of a task force to develop a centralized contractor identification and reporting system based upon contract awards. Task force members will be designated and initial meetings held within the next two weeks.
- Staff and GSA met with corporate and local officials of Crown Zellerbach Corp. to discuss deficiencies at several of the firm's plants, particularly those at Bogalusa and St. Francisville, La. The company will submit further data concerning the above facilities together with a corporate-wide program for equal employment opportunity. Further discussions are planned following receipt and review of the requested information and program.
- Division staff is continuing to assist the EEOC task force in development of a one-week training seminar for investigators.

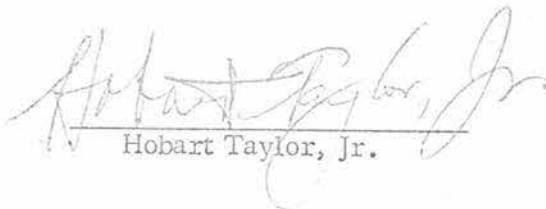
#### IV. Construction Industry Program

- Kick-off meetings related to the Construction Compliance Program were held in Washington, D. C., on June 18 and San Francisco on June 22. These meetings were similar to those previously held in Cleveland, St. Louis, Philadelphia and Los Angeles. There were meetings with the sponsors, general contractors and subcontractors doing business with the Federal Government in both areas; also discussions with prominent industry leaders and local Government officials.
- Staff participated in a collective bargaining seminar under the auspices of the Teamsters Joint Council No. 18, held during the Eastern Conference of Teamsters at Utica, New York.

#### V. Information Division

- Release regarding the appointment of four Task Forces for the new EEOC. Distribution approximately 5000.

- Release regarding Plans for Progress Vocational Guidance Institutes.
- Research for the EEOC on publications, booklets, etc.
- Preparation of drafts for three posters to be used by the EEOC.
- Issuance of PCEEO Newsletter.
- One speech reproduced for the Vice President's Office.
- Approximately 1000 various publications mailed.

  
Hobart Taylor, Jr.



UNITED STATES COMMISSION ON CIVIL RIGHTS

WASHINGTON, D.C. 20425

June 3, 1965

MEMORANDUM

TO: Messrs. John G. Stewart, Assistant to the Vice President  
Wiley A. Branton, Executive Secretary, PCEO  
David B. Filvaroff, General Counsel, PCEO

THROUGH: William L. Taylor, Staff Director-designate, USCCR

FROM: F. Peter Libassi, Deputy Staff Director

SUBJECT: Report to the Council for week ending June 4, 1965

1. School desegregation - retention of teachers.

On May 28, attended PCEO meeting to review this problem. On June 1, CCR staff participated in 2 meetings at PCEO, with representatives of civil rights organizations to hear their protests, and with representatives of HEW and Justice to prepare a press release for HEW.

2. Continuing State programs - HEW and PHA.

Reviewed CCR staff memo evaluating HEW implementation of Title VI. CCR staff studied PHA proposals for revision of their procedures.

3. Coordination of Title VI implementation and enforcement with institutions of higher education and with hospitals and health facilities.

Prior to sending revised proposals to all departments and agencies concerned, sent these proposals for final comment to PCEO staff, HEW, and OE. Now awaiting comment from HEW and OE.

4. USDA - school lunch.

Following Mr. Branton's meeting with Mr. Seabron of USDA on May 25, we are waiting to receive USDA proposals.

5. Hearing Examiners.

CCR staff is reviewing agency responses to the Vice President's May 19 letter which sent the proposal to 13 agency heads. To date, we have 6 replies; 4 more are en route to us; 3 are outstanding and staff is checking up on these.

6. Inventory of Federal agencies - worked with CCR staff on developing inventory.

7. Scheduled for the coming week:- send to all agencies the proposals for coordinated Title VI implementation;
- final action on Hearing Examiners;
  - send to agencies the inventory;
  - meet with PHA on continuing State programs.

c: Messrs. Taylor, Lewis, Marshall;

Miss Rowe;

CCR files.

Mr Stewart

UNITED STATES COMMISSION ON CIVIL RIGHTS  
WASHINGTON, D.C. 20425

June 10, 1965

MEMORANDUM

TO: Messrs. John G. Stewart, Assistant to the Vice President  
Wiley A. Branton, Executive Secretary, PCEO  
David B. Filvaroff, General Counsel, PCEO

THROUGH: William L. Taylor, Staff Director-designate, USCCR

FROM: F. Peter Libassi, Deputy Staff Director

SUBJECT: Report to the Council for week ending June 11, 1965

1. Coordination of Title VI implementation and enforcement

On May 28, sent to Council staff and HEW and OE officials the revised proposals for coordination in regard to institutions of higher education and hospitals and health facilities, for final review before circulating these proposals to all Federal agencies. At the request of HEW and OE, I have deferred circulation of these proposals pending further review by those offices. HEW has scheduled a meeting on this for Friday, June 11, at which time I hope to secure final approval.

2. Continuing State programs

a) HEW. After review of HEW Statements of Compliance, informed HEW of our initial findings. A meeting to discuss this is scheduled for Friday, June 11.

b) PHA. Revisions proposed by PHA have been evaluated and a meeting with PHA officials is planned for Friday, June 11.

c) Labor. Reviewed Labor's revised proposal for establishing an equal opportunity office; the proposal includes a guide for relations with recipient agencies.

3. Elementary and secondary education

Reviewed staff analysis of policy questions affecting these schools. Efforts will be made to arrange a meeting next week for inter-agency consideration of these matters, and an agenda will be sent to PCEO staff before the meeting.

4. Directory of Federal agency staff with civil rights responsibility

Staff is reviewing returns from the agencies. The directory is still in the process of being prepared.

5. USDA - school lunch

Reviewed USDA proposals and conferred with Executive Secretary of the Council in regard to the determination to be made for USDA policy: whether desegregation is to be required in private institutions and public institutions other than public schools.

6. Hearing examiners

Staff reviewed replies from 13 agencies, all favoring the proposal for the establishment of a pool of hearing examiners. The Executive Secretary of the Council has requested the Chairman of the Civil Service Commission to implement the proposal.

7. Title VI implementation survey

Reviewed with Staff Director of the Commission and PCEO staff plans for surveying the performance of Federal agencies in Title VI implementation.

8. Plans for Progress - Equal Employment Opportunity Campaign

Attended Secretary Wirtz's meeting to hear the presentation of the Advertising Council for this campaign.

9. 17th Annual Conference, Human Rights Commissions

Attended, with PCEO and CCR staff, a meeting with representatives of the New York State Human Rights Commission to discuss our participation in this conference, which is to be held in New York City on June 30, at the Waldorf-Astoria Hotel.

cc: Messrs. Taylor, Lewis  
Miss Rowe  
CCR files

UNITED STATES COMMISSION ON CIVIL RIGHTS

WASHINGTON, D.C. 20425

June 18, 1965

Wm. Stewart  
JL

MEMORANDUM

TO: Messrs. John G. Stewart, Assistant to the Vice President  
Wiley A. Branton, Executive Secretary, PCEO  
David B. Filvaroff, General Counsel, PCEO

THROUGH: William L. Taylor, Staff Director-designate, USCCR

FROM: F. Peter Libassi, Deputy Staff Director

SUBJECT: Report to the Council for week ending June 18, 1965

I. TITLE VI IMPLEMENTATION

A. Coordinated enforcement procedures

(1) Hospitals. Circulated to Civil Rights Coordinators of 28 Federal agencies a final proposal for coordination and asked 21 agencies with Title VI obligations to report back by July 1; proposal was sent to other agencies that are members of PCEO in order to keep them informed.

(2) Higher education. Proposal still under review at HEW.

B. SBA regulations

Attended a meeting on June 17 with representatives of PCEO and SBA to review the scope of application of SBA regulations.

C. Continuing State programs

(1) HEW and HHFA-PHA. Staff participated in meetings to discuss problems.

(2) Labor. Staff completed analysis of Labor's proposal for Title VI implementation.

(3) Defense-Office of Civil Defense. Final set of implementation material received; reviewed and found acceptable.

D. Alabama

Requested 21 agencies with Title VI obligations for immediate reports on extent of failure or refusal by public agencies in Alabama to submit required assurances, statements, or plans for desegregation.

II. EDUCATION

Attended PCEO meeting at White House June 18 to review general problems with PCEO staff, HEW, OE, Justice, and CCR. Attended Budget Bureau meeting June 17

to review proposal for the Equal Opportunities Survey under Title IV of the Civil Rights Act of 1964. On elementary and secondary education, have scheduled an inter-agency meeting for Monday, June 21, at PCEO.

### III. MISCELLANY

Conferred with PCEO staff and representatives of other agencies about a number of pending questions concerning Federal policy, coordination, housing desegregation, etc.

### IV. IN PROCESS --

- CSC implementation of Hearing Examiner proposal
- Title VI implementation survey
- Federal agency staff survey
- school lunch policy decision
- analysis of replies on Alabama compliance with Title VI
- coordination of Title VI enforcement with institutions of higher education

cc: Messrs. Taylor, Lewis  
Miss Rowe  
CCR files



U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

June 11, 1965

MEMORANDUM FOR:

David Filvaroff  
General Counsel  
President's Council on Equal Opportunity

Re: Status Report on Equal Opportunity Matters

1. President's Committee on Equal Employment Opportunity

Status quo except for the following:

The Employment Task Force of the President's Council on Equal Opportunity is preparing a recommendation as to the future Federal employment and government contract employment programs. These recommendations will call for the transferring of responsibility for coordinating the Federal employment program to the Civil Service Commission and for transferring responsibility for coordinating the government contract program to the President's Council on Equal Opportunity. An Executive Order to carry out these transfers is now being prepared.

The new reporting system for the construction industry has now been fully approved and is ready to be announced. It is suggested that the announcement indicate that construction contractors will not be required to report until the next reporting time for other government contractors, i. e. March, 1966, and that prior to that time there will be an opportunity to integrate the government contract reporting system with the reporting system adopted under Title VII of the Civil Rights Act.



2. Department of Labor

I have continued to try but have been unsuccessful in reaching Governor Ellington concerning the Alabama merit standards problem.

3. Equal Employment Opportunity Commission

Chairman Roosevelt has given approval to a proposed table of organization developed by the Potomac Institute and revised by the Administrative Office of the Commerce Department. Arrangements have been made to employ certain consultants to help the Commission prepare for July 2.

Four task forces will be established next week to work in the following areas:

- 1) Rules and Regulations
- 2) Relations with State and local FEPC's.
- 3) Reporting and Record Keeping Requirements.
- 4) Conferences and Manuals.

Commissioner

A ~~consultant~~ will be in charge of each of these task forces. It is hoped that within the next week details will be arranged from Federal agencies to provide the Commission with a staff of compliance officers. Those detailed will be given an orientation course during the last two weeks of June.

4. President's Council on Equal Opportunity

Status quo as indicated above.

5. Title VI

Status quo.



N. Thompson Powers



STAFF DIRECTOR

UNITED STATES COMMISSION ON CIVIL RIGHTS  
WASHINGTON 25, D.C.

June 11, 1965

*File*  
*Civil Rights*  
*Commission*

Mr. Wiley A. Branton  
Executive Secretary  
President's Council on  
Equal Opportunity  
Room 703  
1800 G Street, N.W.  
Washington, D.C. 20506

Dear Wiley:

At the first meeting of the President's Council, the Vice President asked the Commission to prepare a summary of the operations of its State Advisory Committees. That summary is submitted herewith. After you have had a chance to review it, it might be useful for us to explore whether these committees can be made more useful instruments for coordinating the collection of data in the field and for translating Federal policy on a community level.

Sincerely yours,

(SIGNED) WILLIAM L. TAYLOR

William L. Taylor  
Staff Director-designate

Enclosure

cc: Mr. John Stewart ✓

UNITED STATES COMMISSION ON CIVIL RIGHTS

R E P O R T   O N

STATE ADVISORY COMMITTEES

1963 to MAY 1965

The Civil Rights Act of 1957 authorized the United States Commission on Civil Rights to establish Advisory Committees in each State for the purpose of assisting the Commission in gathering facts on denials of equal protection and the right to vote. With the creation of the District of Columbia Advisory Committee in 1962, the complement of 51 Committees was attained. The Civil Rights Act of 1964 broadened the scope of the Commission and its Advisory Committees to include serving as a national clearinghouse on civil rights information.

Collectively, the 51 Advisory Committees have come to constitute a communications channel which brings insights to the Commission on civil rights matters from every part of the country while carrying its presence into each State of the Nation.

The Committees are biracial and bipartisan. They are made up of men and women from the major religious faiths who come from all types of American communities--large and small, urban and rural. They possess knowledge of Federal civil rights policies and a sufficient interest to serve without compensation. They are appointed by the Commission for fixed terms and are representative of various occupations, pursuits, and organizational interests.

When the Commission's Advisory Committee program was initiated, it established a Federal presence in each State for the purpose of gathering facts. Its primary function was to provide a vehicle through which information about civil rights problems in the various States could be conveyed to the Federal Government. The Committees were aware of the general problems concerning denial of equal opportunity in their individual States and focused attention on these problems by holding open meetings (informal public hearings) on a specific subject and on an ad hoc basis. Civil rights, labor, industry, and community leaders were invited to attend meetings and share with the Committee their insights into the civil rights problems in the State. Gradually these activities took on major proportions. Data were gathered on specific subjects which frequently formed the basis for a report published by the Commission.

Such studies as "Equal Protection of the Laws in North Carolina" done by the North Carolina Advisory Committee in 1962 and subsequently published as a report by the Commission, have been valuable because of well documented facts and useful analyses of State laws and customs. Other in-depth studies made by Advisory Committees have been equally helpful in analyzing specific problem areas not being dealt with adequately on the local levels nor covered in the programs of existing local civil rights agencies.

Such subjects as discrimination in medical practices in New York State, racial imbalance in the Boston Public Schools, and police-minority group relations in California have been studied and reported on by the Committees of these respective States. The Iowa Committee's report on "Urban Renewal Programs and Their Effects on Racial Minority Group Housing in Three Iowa Cities" had a pronounced impact on a State not yet entirely awakened to its civil rights problems. In northern New England, the Advisory Committees of Maine and New Hampshire have created a civil rights awareness in a part of the country where denial exists but has scarcely been recognized. In 1963 the Texas Advisory Committee participated in a survey sponsored by The American Library Association to determine the degree of discrimination in public libraries in the South. One comprehensive report was contributed to by eight States and the District of Columbia and was widely distributed to acquaint people with its subject, that of apprenticeship. (See attachment of published reports of State Advisory Committees for complete list.)

With the passage of the Civil Rights Act of 1964 and the establishment of the clearinghouse function as a responsibility of the Commission, the activities of the Advisory Committees were expanded. Until then Advisory Committees had never been involved in the interpretation of the civil rights programs on the local level and had usually worked on a periodic basis. At that time they began to develop long-range and continuing programs of interpretation for local and State officials, business, industry, labor, civil rights groups--for representatives of all facets of the community affected by the law and for those communities as a whole. Advisory Committees still investigate specific problems through studies, surveys, and closed and open meetings and report their findings to the Commission but their role has now taken on an added dimension.

The new clearinghouse function of the Advisory Committees is being carried out by various means:

1. Statewide Informational Meetings.--These meetings held in eight Southern and Border States within the past year, have been the means of imparting to representatives of labor, industry, education, medical facilities, community services, and local and State governments knowledge of how the civil rights law affects their areas of interest.

In these meetings Federal officials have offered guidelines to compliance. The meetings have



provided forums for discussions of how progress could be made in race relations. (See attachment for list of meetings.)

2. Regional Conferences.--Before the series of information meetings had been completed, the Field Services Division had embarked upon another conference series on Title VI. Three regional conferences were held as a follow-up to the National Conference in Washington in January. The conferences were held in Atlanta, Dallas, and Washington, D.C., with representatives from 19 States and the District of Columbia. Attendance averaged about 1,000 for each of the three regional conferences. A major feature of each conference was a showing of the film, "The Letter and the Spirit". (See attachment for details.)
3. Local Meetings.--Throughout the country--but especially in the South--some Committees meet frequently with Federal officials, major employers, school administrators, and State employment service heads to review the role of the Federal Government in implementing the civil rights laws and policies, to ascertain the nature and scope of the State's training and manpower program, to consider areas of tension and conflict, and to explore the means of resolving these amicably. In agriculture, for example, some State Committees are following up the Commission's recent report by initiating meetings with community leaders and State agriculture administrators at which they share current information on agriculture programs, new opportunities for training, and new policies of hiring and promoting on a nondiscriminatory basis.
4. More Systematic Collection of Information.--Data on the degree of compliance with Title II of the 1964 Civil Rights Act (Public Accommodations) have been obtained for the Commission by statewide surveys conducted in most instances by Advisory Committees in Southern and Border States. (See attachment of Title II Compliance Survey for States covered.)

5. Program Evaluation.--As the emerging anti-poverty programs, which are closely related to civil rights, are established in local communities, Committee members keep abreast of local developments. On occasion they have been able to aid the Office of Economic Opportunity with evaluations of prospective appointees at the local level which have resulted in improved citizen participation in Community Action Programs.
6. Liaison with Civil Rights Organizations.--Advisory Committees are also in frequent contact with civil rights groups in their States so that they are in a position to know what private organization programs are underway, what progress has been made, and what assistance is needed. Through the Committee's efforts to help other agencies plan for and learn the techniques of compliance, local agencies have been stimulated to take initiative in fostering affirmative action programs. In order to keep its communications line open and to give effective assistance at the grassroots level, Advisory Committees need to keep themselves fully informed of civil rights developments. The research and technical services of the Commission are available to them and are widely used. These services include data from the Technical Information Center, information from and appointments with Federal Government agencies through the Commission's Federal Programs Division, and the continuing consultation and advisory services of the Field Services Division.
7. Open Meetings.--Informal hearings of this type serve as a means of collecting information on denials of equal protection, both specific complaints and patterns. Examples of progress are also obtained in this manner. Such meetings in many communities in the United States provide the only public forum by which persons may express their grievances with any certainty that they will be heard. Often the mere fact that an open meeting has been held in a community contributes toward the improvement of equal rights. For example, on the eve of a recent open meeting held by the Alabama State Advisory

Committee in Montgomery, a hospital announced the appointment of the first Negro to its medical staff. The city parks opened on a desegregated basis, after having been closed for six years, and the city's biracial committee called a meeting to review its first year of activity. And a unique role was carried out by the Mississippi Committee in keeping alive a dialogue between the races. This Committee and its members deserve special mention because of the pressures and threats to which they were and are being subjected.

The most recent development in the expansion of field activities is the establishment of the Commission's first field office under the jurisdiction of the Field Services Division. This office was opened with a two-man staff on June 1, 1965, in Memphis, Tennessee. It will provide increased staff services to Advisory Committees in the region.

The activities of the Field Services Division and the State Advisory Committees continue to contribute to the Commission's body of civil rights knowledge. They will continue to serve as the Federal Government's primary formal channel of communication on civil rights matters between the local community and Federal officials. They will also continue to provide the Federal presence at the local level, for which there is yet great need in many States.

Attachment:

Summary - Activities of the  
51 State Advisory Committees

UNITED STATES COMMISSION ON CIVIL RIGHTS

S U M M A R Y

ACTIVITIES OF THE 51 STATE ADVISORY COMMITTEES

1963 to MAY 1965

#### ALABAMA - 17 Members

Following a period of inactivity in 1963, which spanned the time of the Birmingham crisis, this Committee was reorganized in 1964. It held an open meeting in Huntsville on the status of civil rights in that community. Participating in the meeting were civil rights leaders, government officials, and businessmen. A verbatim transcript was developed and a report prepared. An open meeting was held in Montgomery early in 1965 to evaluate the civil rights situation in that community. The Committee participated in the Commission's Title II survey of public accommodations and has undertaken a comprehensive study on voting in the State.

#### ALASKA - 8 Members

During the past year this Committee has maintained a deep interest in problems of alleged discrimination at Elmendorf Air Force Base. As a result of its efforts, a Human Relations Committee has been formed at the Base and procedures have been developed to make it possible for the Department of Defense and the Commission to cooperate in dealing with problems relative to military bases. In June 1964, the Committee held a three-day open meeting with seven government agencies relating to the role of government as an employer.

#### ARIZONA - 9 Members

Following appointment of a new Chairman, an organizational meeting has been held to make plans for a study on desegregation of a nearby military installation. The Committee will also do a study either of Spanish-Americans or American-Indians and hopes to hold a regional meeting to focus attention on the problems of these groups.

#### ARKANSAS - 13 Members

Following intensive study of the subject, this Committee submitted a report on Education in Arkansas which was published by the Commission

### ARKANSAS - (cont'd.)

in 1963. A mimeographed report also was sent to the Commission in 1963 which contained the results of a survey of eight cities, representing various geographical and cultural sectors, to determine the degree of preparation for desegregation. Two open meetings were held in 1963, one in Fort Smith, and the second, relating to general civil rights conditions, in Little Rock. In December 1964 a Civil Rights Information Meeting was held in Little Rock which was attended by more than 600 persons representing 110 communities in the State. Members of the Committee cooperated in making the Commission's Title II Survey of Public Accommodations in Arkansas.

### CALIFORNIA - 15 Members

The California State Advisory Committee held open meetings on Police-Community Relations in Los Angeles, San Francisco, and Oakland. The results of these were published by the Commission in 1963. The Committee found a lack of rapport between the police and the Negro community in Los Angeles but found effective channels of communication in the San Francisco Bay Area. The Committee contributed to the Commission's Report on Apprenticeship. In 1964 open meetings were held in San Diego, Los Angeles, and Oakland on the operation of real estate brokers in those communities. The final report of the findings is being prepared. Plans are underway to investigate housing financing for minority groups and the operation of urban renewal programs in some communities in the State.

### COLORADO - 11 Members

In 1963 the Colorado Committee assisted the Commission staff in a study of civil rights aspects of Department of Defense activities by holding an open meeting on off-base housing in Colorado Springs. The results showed several problem areas to exist. In 1964 the Committee held meetings in Southern Colorado on the treatment of Spanish-Americans and is considering expansion of this study to other parts of the State. The Committee has reported charges of alleged discrimination by the local post office to the Commission and referred the complainants to the appropriate authorities in Colorado. Future plans include the establishment and maintenance of a statewide clearinghouse for civil rights information in the State and plans for an information conference which will emphasize assistance to Spanish-Americans.



CONNECTICUT - 11 Members

This Committee conducted an investigation of Family Relocation under Urban Renewal which the Commission published as a report in 1963. It also did a survey of Apprenticeship in the State which was included in the Commission's Report on Apprenticeship and published in 1964. The Committee is currently working on a study of Minimum Housing Codes with special emphasis on their relationship to minority groups.

DELAWARE - 8 Members

The Delaware Committee held a Statewide Information Meeting in Newark in December. It was attended by 265 individuals from 25 communities representing local government, labor, management, educational institutions, and civil rights groups. Since that meeting, the Delaware State Department of Labor has asked for guidance from Washington in meeting compliance requirements. Delaware cooperated in the Commission's Title II Survey of Public Accommodations. A subcommittee has also examined public facilities in the State and has found that the Law is being complied with. The Committee is currently considering the advisability of undertaking a study of the status of school desegregation in the State.

DISTRICT OF COLUMBIA - 12 Members

In 1963 the District of Columbia Committee held an open meeting as part of a comprehensive study of employment in the District. Its results were published as a Commission report. It participated in the survey on Apprenticeship which was included in the Commission's 1964 Report on Apprenticeship and later that year did an interim report on employment opportunities in the District which was issued in mimeographed form. The Committee is currently making a study of housing in the Washington Metropolitan area.

FLORIDA - 11 Members

During 1963-64 the Florida State Advisory Committee held nine open meetings in rural and urban centers throughout the State. In most cases, public officials came forward, although reluctantly, and spoke

#### FLORIDA - (con't.)

4

about existing problems and programs in their communities. Following open meetings in St. Augustine and Ocala, the Committee wrote reports which answered and interpreted questions that had been raised and made recommendations on vital matters. Meetings in other areas have had a consistently salutary effect. From them have come changes in school board and hospital policies and have focused attention, through press coverage, on existing discriminatory practices. This Committee contributed to the Commission's Report on Apprenticeship and participated in the Commission's Survey of Compliance with Title II. In March, 1965 the Committee sponsored a Civil Rights Information Meeting in Miami which was attended by more than 425 persons representing 94 communities.

#### GEORGIA - 21 Members

The Georgia Committee was reactivated in the summer of 1964 after a period of dormancy. In August of that year a Civil Rights Information Meeting held in Atlanta brought together 500 persons representing labor, industry, Federal programs, local governments, medical services, and intergroup agencies from 105 communities in the State. In December an open meeting was held in Augusta which was attended by city officials of Augusta and from surrounding areas. In these meetings public attention was focused on the status of civil rights in the State and on the existence of discriminatory practices. Members of this Committee cooperated in the Commission's Survey on Title II.

#### HAWAII - 10 Members

The Committee submitted a report on civil rights conditions in the State in 1963 which included a survey by the Honolulu Branch of the NAACP showing that 60 percent of rental units surveyed would not accept Negro occupants. Under a new chairman, this Committee is making plans for an expanded program.

#### IDAHO - 10 Members

During 1963 this Committee held open meetings on migrant labor which were reported to the Commission, and on civil rights problems of Negroes, Spanish-Americans, and Indians. Consideration of these subjects was continued throughout 1964 during which time the Committee met three times in open session.

ILLINOIS - 10 Members

This Committee, inactive during 1963 and part of 1964, is now functioning and currently visiting federally assisted medical facilities in Peoria, Canton, and Springfield. Meetings have been held with staff members of the Chicago Human Rights Commission who have done some work on the problem in the Chicago area and with members of the Illinois Hospital Association. As a result of a conference with members of the Advisory Committee, the State Hospital Association is planning an internal survey to determine the extent to which member hospitals are complying with Title VI of the Civil Rights Law.

INDIANA - 12 Members

This Committee has just completed a preliminary report on employment opportunities for Negroes in the 12 largest cities in Indiana. A follow-up report to examine certain areas in depth, need for which is indicated in the preliminary report, is being planned. Two of four reports on federally assisted medical facilities have been completed recently. Based on this experience, other facilities will be surveyed as soon as the two reports, still outstanding, have been completed. A report on patterns of noncompliance with Title II of the Civil Rights Law is being prepared. This survey is being made in an effort to discover the extent to which businesses, swimming pools in particular, have been turned into private clubs to avoid use by the public and to follow this up by checking the validity of these clubs.

IOWA - 7 Members

This Committee has been active in exploring denial of equal protection of the laws in urban renewal programs in Des Moines, Sioux City, and Waterloo. Its findings were published in a report by the Commission in 1964 which brought to the city planning and policy making boards of these cities an awareness of the necessity of providing equal services to all citizens of an area undergoing redevelopment.

KANSAS - 9 Members

This Committee, the staff of the Commission and the Department of Defense held a joint meeting of military commanders and civil rights leaders in the State on May 4, 1965. The conference was called to acquaint civil rights leaders with the regulations regarding nondiscriminatory practices which have been issued by the Department of Defense, the steps taken by military leaders throughout the country to comply with these regulations, the problems they encounter and the means by which civilian groups and military leaders can strengthen community relations. In 1964, the Advisory Committee met with a post commander to explore the same areas on an individual basis. Because of that meeting, the Commander concentrated his efforts on discovering the nature of the problems faced by Negro servicemen and the means of solving them. Out of these efforts, general progress has been noted.

KENTUCKY - 11 Members

After a period of inactivity members of the Committee aided in the Commission's Survey of Title II. The Committee is now doing a study of teacher desegregation in six school districts which will be expanded to cover more than 100 school districts. The Committee is attempting to measure the success of school districts which have integrated staffs, to determine which districts do not have integrated staffs, to determine the reasons for this, and to formulate some conclusions on the way in which teaching staffs might be successfully integrated in Kentucky.

LOUISIANA - 12 Members

During 1963, this Committee submitted reports to the Commission on School Desegregation in New Orleans and on Administration of Justice. Conferences were held in New Orleans with city officials and an open meeting on vocational education was held in that city. An open meeting was held in Monroe early in 1965 which, although boycotted by public officials and the press, brought to light severe discriminatory practices. Portions of the transcript of this meeting have been forwarded to appropriate Federal agencies for action. This Committee participated in the Commission's Survey of Title II.

MAINE - 11 Members

In an attempt to determine the status of rental housing as it affects Negroes in Maine, this Committee held an open meeting in Portland in 1963 and one in Bangor in 1964. Testimony brought out evidence that discrimination existed. The Committee's report on its findings has been published by the Commission. The current session of the Maine Legislature has passed and the Governor has signed a law prohibiting discrimination in rental housing and also has passed a Fair Employment Practice Law. The Committee believes that its report served an informative and educational purpose. It has begun a study of alleged denial of equal opportunity to Indians living on the two reservations in Maine.

MARYLAND - 12 Members

The Maryland Committee gave its major attention to employment in 1963. Two open meetings were held and the results were published as a Commission report in 1964. Its findings on Apprenticeship were included in the Commission's report on the subject. An immediate consequence of these efforts in Maryland was the establishment of an Apprentice Information Center in Baltimore. Another open meeting on Employment was held in 1964. The results of this and the Committee's further investigation are contained in a report which has been submitted to the Commission for publication. The Committee has completed a study of federally assisted medical facilities and reported no violations in facilities studied. It is planning to survey other comparable facilities. Preliminary plans are being made to initiate three open meetings on Education which will be held on the Eastern Shore, in Southern Maryland, and in Mid-Western Maryland. Members of the Committee aided in the Commission's Survey of Title II.

MASSACHUSETTS - 14 Members

In 1963 this Committee did a study on housing in Boston which was published by the Commission. It subsequently held an open meeting on housing in Springfield, a report on which is now being prepared to be submitted to the Commission. It is now planning a review of employment practices of major Federal employers in Massachusetts. The Committee has done extensive research on the school situation



MASSACHUSETTS - (cont'd.)

in Boston. It held open meetings on March 20-21, 1964, and early in 1965 the Commission published its findings in a report on "Racial Imbalance in the Boston Public Schools". This report received a wide press coverage throughout the State and has focused community attention on the problem.

MICHIGAN - 10 Members

The Michigan Advisory Committee conducted a survey in 1963 on the effects of Executive Order 11063 in the following communities of the State: Grand Rapids, Kalamazoo, Lansing, and St. Joseph. During the past year the Committee has given its major attention to the study of employment opportunities. After a series of planning meetings in the various parts of the State, it sponsored an open meeting in Detroit in 1964 which dealt with Job Training and Placement of Minority Youth. A report on this is in process of preparation.

MINNESOTA - 11 Members

This Committee held an open meeting in Minneapolis in 1964 to evaluate Police-Community Relations in the Twin Cities. Its findings have been submitted to the Commission for consideration as a report. As a result of the open meeting, city administrations of both Minneapolis and St. Paul have indicated, in letters to the Committee, that changes are taking place in this area. Among the innovations are the use of the Mayor's Commission on Human Relations in Minneapolis as a kind of Police Review Board to which allegations of discrimination may be made against police officers and an intensified Human Relations Program for law enforcement officers in St. Paul. The Committee is planning a meeting to determine to what extent Indians living on Minnesota reservations are being denied equal protection of the laws when they are off their reservations.

MISSISSIPPI - 9 Members

The Mississippi Advisory Committee held six open meetings in 1963 on Administration of Justice in the State, the results of which were published by the Commission as a report. During 1964, the Committee



MISSISSIPPI - (cont'd.)

conducted nine open meetings in which a verbatim record was developed in the following cities: Greenville, Gulfport, Jackson, Meridian, Natchez, and Vicksburg. Individual members have conducted investigations into many crisis situations for the Commission. The Committee prepared a comprehensive report of its activities and offered testimony at the Commission Hearings in Jackson in February 1965. Currently, the Committee is working on a full report of its 1964 activities. In addition, it has undertaken a project on employment and training opportunities in the State which will involve conducting surveys and holding conferences and seminars with State and local officials and leaders of private institutions. It conducted the Commission's Title II Survey in the State. One member was forced to resign because of economic intimidation and others have been subjected to pressures.

MISSOURI - 13 Members

This Committee conducted for the Commission a survey of 18 cities in the State to determine the extent of compliance with Title II of the Civil Rights Law. Members of this Committee have given an unusual amount of time to conferences and speaking engagements on civil rights in the last two years.

MONTANA - 6 Members

For the last two years, the Montana Committee has been actively engaged in determining the problems of American-Indians within the State. A number of meetings have been held to consider this subject. Most recently an open meeting was held with administrators of Federal and State programs on the status of Indians in Montana. Findings indicate that a comprehensive study of Indian problems in the State is needed.

NEBRASKA - 12 Members

This Committee, meeting in December 1964 for the first time since its organizational meeting two years earlier, has taken a study of employment as its initial project. It is meeting with representatives of Federal agencies which have the largest employee rosters in Omaha and Lincoln to attempt to determine the extent of their compliance with

NEBRASKA - (con't.)

Executive Orders 10925 and 11114 and to offer assistance where it is needed. Prior to this, however, members of the Committee will consult with city planners, who are preparing proposals for urban renewal and economic opportunity projects, to determine what steps are being taken to insure minority group consultation in the first stages of the planning. These meetings are also designed to insure that the actual operations of the programs are implemented in a way that will secure equal benefits to all persons affected by them.

NEVADA - 10 Members

The Nevada Committee, which assisted the Commission in its review of Department of Defense activities, in 1963 experienced discrimination at first hand when a biracial group, composed of members of the Committee, the Commission staff, and the Governor of Nevada, was refused service in the leading restaurant of Hawthorne, Nevada. Information which came out of the review of Defense activities was supplemented by that obtained at an open meeting in Reno. On December 12, 1964, the Nevada Committee sponsored a successful Civil Rights Information Meeting in Las Vegas and, because of the distances between major cities in the State, has planned a second such meeting in Reno in June.

NEW HAMPSHIRE - 10 Members

During 1963 this Committee held open meetings on Housing and Public Accommodations in Portsmouth and Nashua and subsequently issued a mimeographed report on its findings. It is now in process of ascertaining the status of civil rights compliance in the cities of New Hampshire with the largest Negro populations: Portsmouth, Manchester, and Nashua. This is being done in a series of informal closed meetings with local officials and civil rights groups. At a meeting in Manchester in February, the local Chief of Police gave an account of activities of his department that the Committee found unsatisfactory. The idea of a Human Relations Training Program was discussed with him which he approved. The NAACP provided funds for this purpose and made arrangements for the course at St. Anselm's College in Manchester. The Committee is using its efforts to encourage attendance by police departments elsewhere in the State.

NEW JERSEY - 18 Members

Findings on Employment, Housing, and Apprenticeship by the New Jersey Committee were published by the Commission in 1963 and its report on Apprenticeship was included in the Commission's publication on that subject. The Committee is now in process of determining the system of hiring in relation to minority groups. The study will be primarily concerned with union systems of selecting candidates for apprenticeship and job referrals for journeymen. It will also cover hiring methods used in State offices and private industry. An Apprenticeship Information Center, establishment of which was recommended in the Committee's 1963 report, has now been opened in Essex County.

NEW MEXICO - 12 Members

The New Mexico Committee met several times in 1963 and 1964 to plan open meetings on problems of minority groups in the State. One such meeting was held in Gallup in 1963 to evaluate Indian problems and another was held in Roswell in 1964 on Spanish-American problems. The Committee has brought up to date a 1959-61 report on discrimination in housing in Albuquerque and Las Cruces based on information received at a series of open meetings.

NEW YORK - 12 Members

During the past year, the New York State Committee's findings on Apprenticeship Training were published in the Commission's report on the subject. The Committee is now undertaking another study of denial of equal opportunity in the building trades. During 1964, two subcommittees did large-scale studies of discrimination in medical services in New York City and Buffalo. These dealt primarily with denial of equal opportunity in employment and patient treatment in hospitals but also dealt, to some extent, with denial of equal opportunity in professional education. Both studies were published by the Commission with great impact. In Buffalo, especially, progress has been noted with one hospital appointing its first Negro to the medical staff and two other hospitals abolishing patient placement patterns according to color. The Committee will concern itself increasingly with Police-Community Relations in New York.

NORTH CAROLINA - 8 Members

The North Carolina Advisory Committee's 1962 report on Equal Problems of the Law in North Carolina, published that year by the Commission, evoked great interest throughout the State and resulted in a request for a second edition which the Commission made available in 1963. During 1964, the Commission's Public Accommodations Compliance Survey was made in 18 North Carolina communities.

NORTH DAKOTA - 9 Members

An open meeting in Grand Rapids in 1963 focused attention on discrimination in housing and gained for the community a more positive attitude toward improving housing conditions for Negroes. Members of the local Chamber of Commerce told Committee members that the community had never really looked at itself until the publicity, attendant upon the open meeting, brought the matter home. Committee members have consulted with urban renewal officials in Fargo and have aided the city in relocating Negroes from a ghetto area into areas of integrated housing throughout the city. The Committee is now in process of gathering background material for an open meeting on problems faced by Indians in Bottineau. The meeting is planned for June 1965.

OHIO - 16 Members

The Ohio Committee is currently working on four projects. A study is being made of the school systems in four cities to examine pupil assignment policies and the effect of those policies. An open meeting to evaluate education in Cleveland is being planned. Surveys of medical facilities have been undertaken in three hospitals and reports of these are being prepared. Cases alleging discrimination by the Ohio State Employment Services have been forwarded to the Commission and are being studied for possible further action.

OKLAHOMA - 13 Members

In 1963 the Oklahoma Committee submitted a report on the extent and pattern of segregation in the public schools of that State. It is based on findings in districts in which Negroes reside and showed that Oklahoma's public schools continue to be predominantly segregated. In several instances, they have been reseggregated. The Advisory Committee

OKLAHOMA - (cont'd.)

found that school segregation in Oklahoma is increasingly an urban problem and that employment opportunities for Negro teachers vary in direct proportion to the degree of segregation in the schools. More recently the Committee assisted the Commission in its Public Accommodations Survey to determine the degree of compliance with Title II of the Civil Rights Law in towns with populations of 20,000 or more and the Committee expanded its survey to study the degree of compliance with this Title in towns with less than 20,000 population. Five such surveys were completed.

OREGON - 6 Members

This Committee has done research on the status of civil rights in Oregon and is completing a report on its findings. Future projects will be directed toward a review of housing and federally assisted programs in the State.

PENNSYLVANIA - 8 Members

Although this Committee has been handicapped by lack of a chairman in the past year, it has met with the Pennsylvania Human Relations Commission to discuss common problems. Staff work is going forward to assist in implementing an affirmative program in this State.

RHODE ISLAND - 9 Members

During the past year, this Committee did a study on Minimum Housing Codes. It is now in the process of doing two studies on denial of equal rights in education. Two subcommittees are investigating specific aspects of the problem. One is concerned with a comprehensive review of denial of equal opportunity in Providence elementary schools which have a predominantly Negro enrollment and the other is doing a comparative study of the quality and quantity of guidance offered Negro and white students in the Providence junior and senior high schools in relation to their subsequent employment opportunities.

SOUTH CAROLINA - 10 Members

Establishment of official biracial committees in the largest towns of the State was a major concern of the South Carolina Advisory Committee in 1963. A survey of six of these towns which did have such committees was made and a report issued and distributed throughout the State. Fourteen other South Carolina communities were visited by Advisory Committee members to suggest the establishment of such bodies. Open meetings were held in Orangeburg to inquire into the ban against Negro demonstrations; in



SOUTH CAROLINA - (con't.)

Charleston to ascertain the status of medical services and facilities; and in Columbia to consider vocational education opportunities. The information gathered on medical services and facilities was transmitted to the Commission as a report. Two open meetings were held in 1964. The first, in Clarendon County, was concerned with education desegregation and the second, in Sumter, with government services. Members of the Committee conducted the Commission's Title II Survey. A Statewide Civil Rights Information Meeting in Columbia in September 30, 1964 brought 400 persons from 100 communities. In the course of this meeting, the executive vice president of the South Carolina Textile Manufacturers' Association announced that the association had already begun to comply with Title VII of the Civil Rights Law. The Committee is currently planning a series of open meetings in major cities of the State to determine the extent of compliance with Title VI.

SOUTH DAKOTA - 11 Members

The South Dakota Committee submitted the Rapid City Report to the Commission in 1963 which spotlighted problems experienced by Negro servicemen in the community surrounding Ellsworth Air Force Base. The report was subsequently published by the Commission. It served as a national example of some of the problems which affect the careers and family relationships of many Negro servicemen. As a consequence, civil rights organizations and civic leaders, who testified at the open meetings on which the report is based, have worked together to correct many of the local community practices of this kind. The Committee is now working on problems which were brought to light regarding the military itself. Its members have met with staff people of the Bureau of Indian Affairs and have completed an appraisal of the status of Indian recipients of welfare aid by the county. This information is being used to explore denial of services by the local practice of issuing non-resident notices to Indians who leave the reservation and later find themselves in need of welfare services. This study will require expert legal counsel, as yet not available, before any conclusions or official findings can be recorded.

TENNESSEE - 16 Members

During 1963 the Tennessee Committee began a study of medical services and facilities in Davidson County that culminated in a report which was



TENNESSEE - (cont'd.)

transmitted to the Commission. It also made a study of the total employment situation in the State including those programs administered by the State Department of Vocational Education, the State Employment Service, the Bureau of Apprenticeship Training (which went into the Commission's Report on Apprenticeship), and private industry. It held a Statewide Civil Rights Information Meeting in Nashville in 1964 which was attended by more than 500 persons from 86 communities in the State. It also conducted civil rights information meetings for several Tennessee Human Relations Councils. It is now holding a series of meetings to ascertain the present status of civil rights in Fayette County. The Committee participated in the Commission's Title II Survey in the State.

TEXAS - 12 Members

The Texas Advisory Committee cooperated with The American Library Association in 1963 in making a survey of the degree of segregation in the libraries of the State as part of a larger survey done by the Association on the status of those facilities in the South. In 1964, Committee members reported on employment and training opportunities in private enterprise and government in their respective communities. These reports were supplemented by reports from experts who were invited to participate and, together, they formed the basis for a workshop on employment.

UTAH - 17 Members

The Utah Advisory Committee held meetings in 1963 and 1964 on civil rights conditions in the State at which representatives of the various minority groups were invited to present statements. The most pressing problem was found to be that of open occupancy housing. An outstanding document on the relationship of the Church of the Latter Day Saints to Negroes was prepared in 1963 by the then Chairman of the Utah Advisory Committee. Several new projects for study are under consideration, primarily that of a review of Federal programs in the State.

VERMONT - 9 Members

Plans are going forward to hold an information meeting on Title II of the Civil Rights Law with the Vermont Innkeepers' Association, since

VERMONT - 9 Members

VERMONT - (con't.)

there is evidence of discrimination in tourist areas. There is also the possibility of vote fraud in that State, details of which the Committee has forwarded to the Commission.

VIRGINIA - 15 Members

In the last two years, the Virginia Committee has concerned itself with two major civil rights developments in the State. One was the closing of the Prince Edward County Schools and the other the Danville demonstrations in 1963. The school closing was the subject of intensive research and a thorough analysis is contained in a report submitted to the Commission. A series of interviews with Danville leaders of both racial groups was conducted by the Committee to try to ascertain the reasons for the demonstrations and pinpoint the conflicts that prevented solution of the problem. Its results were transmitted to the Commission as resource material. The Committee participated in the Title II Survey in 14 towns in the State.

WASHINGTON - 7 Members

During 1963, this Committee submitted a report on housing problems of Negroes in the State. During Committee meetings in 1964, plans were made to hold open meetings on police-community relations in Seattle which will be based on preliminary informal investigations and statements from persons who are involved in the matter.

WEST VIRGINIA - 8 Members

This Committee conducted a comprehensive community survey of Charleston and held a Statewide Civil Rights Information Meeting in that city on December 11, 1964. It was attended by civil rights leaders and representatives of industry, labor, education, medical services and local government. For the balance of 1965, this Committee will give its major attention to education problems in the State. It also plans to hold open meetings to stress the need, on the part of the State Human Rights Commission, for wider jurisdiction and authority in the areas of employment and public accommodations.

WISCONSIN - 9 Members

The Wisconsin Committee contributed to the Commission's Report on Apprenticeship training published in 1964. The Committee assisted the Milwaukee County Bar Association in planning an information meeting on the Civil Rights Law. The meeting was held on Law Day, May 1, 1965. The Committee has held meetings to clarify the problem of school desegregation.

WYOMING - 7 Members

The Wyoming Advisory Committee has held two open meetings recently to consider the problems of American-Indians. One meeting in Riverton was off the reservation and one meeting was on the Wind River Reservation occupied by the Shoshone and Arapahoe tribes. The results of these meetings indicate the need for a more comprehensive study of the Indian situation in that State.

## STATE ADVISORY COMMITTEE MEETINGS AT WHICH A TRANSCRIPT WAS MADE

\* Denotes Open Meeting

1963

District of Columbia *	February 25	Employment
------------------------	-------------	------------

1964

Massachusetts *	March 20-21	<u>De Facto Segregation</u> in Boston
California *	March 24-25	Real Estate and Housing Problems
Arkansas *	April 10-11	General Civil Rights
Maryland	April 30	Employment
Florida *	April 17	General Civil Rights
Tennessee *	April 17	Medical Services in Davidson County
Michigan *	April 23	Job Opportunities for Minority Youth
Mississippi *	May 6	Voter Registration and Police Brutality
South Carolina *	May 22	Desegregation of Public Schools
Mississippi *	July 29	General Civil Rights
Mississippi *	September 23	General Civil Rights
Mississippi *	October 21	General Civil Rights
Mississippi *	November 11	General Civil Rights
Alabama *	November 11-12	General Civil Rights
Georgia *	December 10	General Civil Rights
Mississippi *	December 16	General Civil Rights

1965

Louisiana *	January 6-7	General Civil Rights
New Jersey	January 11	Employment
Alabama *	February 24-25-26	General Civil Rights
New Jersey	March 10	Employment
Nebraska	April 28	Urban Renewal

## STATE ADVISORY COMMITTEE CIVIL RIGHTS INFORMATION MEETINGS

## I. GEORGIA

August 12, 1964, Atlanta

More than 500 participants representing 105 communities

Workshops:       Employment (2)  
                  Interagency Relations  
                  Local Government  
                  Medical Services and Facilities

## II. SOUTH CAROLINA

September 30, 1964, Columbia

400 participants representing 100 communities

Workshops:       Education  
                  Employment  
                  Human Relations and Civil Rights  
                  Local Government  
                  Medical Services and Facilities  
                  Public Accommodations

## III. TENNESSEE

November 20, 1964, Nashville

500 participants representing 86 communities

Workshops:       Education  
                  Employment (2)  
                  Local Government  
                  Medical Services and Facilities

## IV. DELAWARE

December 1, 1964, Newark

265 participants representing 25 communities

Workshops:       Education  
                  Employment (2)  
                  Local Government

## V. ARKANSAS

December 7, 1965, Little Rock

More than 600 participants representing 110 communities

Workshops: Education  
Employment  
Local Government  
Medical Services and Facilities  
Public Accommodations

## VI. WEST VIRGINIA

December 11, 1964, Charleston

162 participants representing 37 communities

Workshops: Education  
Employment (2)  
Local Government  
Medical Services and Facilities  
Public Accommodations

## VII. NEVADA

December 12, 1964, Las Vegas

150 participants representing half the State  
(a second conference for the other half  
scheduled for June 5, 1965)

Workshops: Administration of Justice  
Education  
Employment  
Housing

## VIII. FLORIDA

March 20, 1965, Miami

425 participants representing 94 communities

Workshops: Education  
Employment  
Housing  
Law Enforcement and Local Government  
Medical Services and Facilities  
Public Accommodations



## REGIONAL CONFERENCES ON TITLE VI OF THE 1964 CIVIL RIGHTS ACT

## I. SOUTHEASTERN

April 14, 1965, Atlanta

868 registrants representing Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee

Workshops: Agriculture  
Community Development  
Elementary and Secondary Education  
Health and Welfare  
Higher Education  
Manpower Services

## II. SOUTHWESTERN

May 7, 1965, Dallas

704 registrants representing Arkansas, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, and Texas

Workshops: Agriculture  
Community Action Programs  
Community Development  
Elementary and Secondary Education  
Health and Welfare  
Higher Education  
Manpower Services

## III. MID-ATLANTIC

May 18, 1965, Washington, D.C.

603 registrants representing Delaware, District of Columbia, Kentucky, Maryland, North Carolina, Virginia, and West Virginia

Workshops: Agriculture  
Community Action Programs  
Community Development  
Elementary and Secondary Education  
Health and Welfare  
Higher Education  
Manpower Services

## COMPLIANCE WITH TITLE II, 1964 CIVIL RIGHTS ACT

## 1965 PUBLIC ACCOMMODATIONS SURVEY CONDUCTED

## IN

SOUTHERN AND BORDER STATES

<u>STATE</u>	<u>NUMBER OF COMMUNITIES SURVEYED</u>
Alabama	15
Arkansas	9
Delaware	3
Florida	27
Georgia	17
Kentucky	8
Louisiana	12
Maryland	14
North Carolina	18
Mississippi	12
Missouri	18
Oklahoma	14
South Carolina	8
Tennessee	11
Texas	47
Virginia	14

PUBLISHED REPORTS  
STATE ADVISORY COMMITTEES  
TO THE  
UNITED STATES COMMISSION ON CIVIL RIGHTS

1963

Report on Arkansas: Education

Report on California: Police-Minority Group Relations

Report on Connecticut: Family Relocation Under Urban Renewal

Report on District of Columbia: Employment

Report on Florida

Report on Massachusetts: Housing in Boston

Report on Mississippi

Report on New Jersey

Report on North Carolina: Equal Protection of the Laws in North Carolina  
(2nd Edition)

Report on Rapid City (South Dakota)

1964

Report on Iowa: Urban Renewal Programs and their Effects on Racial Minority  
Group Housing in Three Iowa Cities

Report on Maryland: Employment

Report on New York City: Health Facilities

Report on Buffalo: Health Facilities

Report on Wisconsin: Apprenticeship

Reports on Apprenticeship by the Advisory Committees in California, Connecticut,  
District of Columbia, Florida, Maryland, New Jersey,  
New York, Tennessee, Wisconsin

1965

Report on Maine: Denial of Equal Opportunity in Rental Housing and its Effect on  
Negroes in Portland and Bangor, Maine

Report on Massachusetts: Racial Imbalance in the Boston Public Schools

## MIMEOGRAPHED REPORTS DISTRIBUTED LOCALLY

1963

## Arkansas

Survey of Preparation for Desegregation

## Colorado

Report on Colorado Springs

## Kansas

Report on Public Inquiry

## Missouri

Report on Missouri

## New Mexico

Housing Discrimination in Albuquerque and Las Cruces

## New York

Discrimination in the Building Trades in New York

## Oklahoma

The Extent and Pattern of Segregation in Oklahoma's  
Public Schools

## South Carolina

A Survey of Six Communities in the State with Bi-  
racial Committees1964

## Alabama

Report on Huntsville

## District of Columbia

1964 Report on Employment

## Florida

Report on Fort Myers

Report on Ocala

Report on Panama City

Report on St. Augustine

Report on West Palm Beach

## New Hampshire

Report on Housing and Public Accommodations

## REPORTS NOT PUBLISHED

1963

Virginia  
Study of Racial Tensions in Danville  
Following Demonstrations

1964

Louisiana  
Administration of Justice  
School Desegregation in New Orleans

South Carolina  
Health Facilities and Services in  
Charleston City  
Survey of Civil Rights Status in Green-  
ville, Charleston, and Columbia

Tennessee  
Survey of Health Facilities in Davidson  
County

Virginia  
School Closing in Prince Edward County

COPY

*sent  
attachments  
to Dave F.*

June 9, 1965

Dear Ken:

Thank you so much for sending to me a copy of your report on the Navy Personnel Officers Conference on Equal Employment Opportunity. It appears that this was a most useful and worthwhile effort. Keep up the good work.

Best wishes.

Sincerely,

Hubert H. Humphrey

The Honorable Kenneth DeLoe  
Under Secretary of the Navy  
Washington, D. C. 20350





THE UNDER SECRETARY OF THE NAVY  
WASHINGTON, D. C. 20350

4 June 1965

My dear Mr. Vice President:

I am enclosing for your information the pamphlet on the Department of the Navy Personnel Officers Conference on Equal Employment Opportunity conducted on 28 April.

From all reports received, the conference proved to be extremely beneficial to all participants.

With kindest regards, I remain,

Most sincerely,



Ken BeLieu

The Vice President  
The White House  
Washington, D. C.

COPY

June 22, 1965

**MEMORANDUM**

**To: The Honorable John Doar, Assistant Attorney General**

**From: John G. Stewart**

The attached correspondence is self-explanatory. I would very much appreciate it if you could prepare a brief report in response to the questions raised therein. Many thanks.

COPY

June 22, 1965

Dear Mr. Soderquist:

Thank you for your letter and the pamphlet entitled "The Albany Cases".

I am sure you can appreciate that, as Vice President, it is neither my duty nor prerogative to determine the prosecutions which may be brought by the Department of Justice. I am, however, asking that the Department give me a report on the matters raised in your letter. When it has been received, I will be in touch with you again.

Best wishes.

Sincerely,

Hubert H. Humphrey

Rev. Ronald Soderquist  
Pastor in Charge of Counseling  
Saint Olaf College  
Northfield, Minnesota



June 16, 1965

The Honorable Hubert H. Humphrey  
Vice-President of the United States of America  
Washington, D.C.

Mr. Vice-President:

I am enclosing a pamphlet for your attention titled "The Albany Cases" because I know of your deep concern for the civil rights cause. I have been deeply grateful for your commitment to legislation which makes possible a society where the members of minority groups may no longer be intimidated and treated with gross injustice and inhumanity.

This pamphlet is very critical both of the FBI and the US Department of Justice. It is not my purpose to request that you either defend these agencies or agree with this criticism. I am deeply concerned, as I believe you are, that victims described in this Albany story should be freed from prison and persecution. I fear it is expecting too much that those who beat and kill in Albany should be brought to justice. But at least I would hope that there is some avenue in our great democracy through which victimized people might be given some protection from the brutality herein described.

I know of no one whom I can trust as much to investigate this situation with compassion and honesty. I regret burdening you with this request but it comes not out of any desire to increase your responsibilities but rather out of the confidence I place in you and the conviction that whatever response you give to this inquiry will be the impartial truth, not a white-washed version of the situation.

May I add parenthetically that we at St. Olaf College were delighted and honored by your presence at our recent commencement program. There are many of us here who wish you continued strength and courage for your difficult tasks.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ronald Soderquist". The signature is written in dark ink and is positioned above the printed name.

The Reverend Ronald Soderquist  
Pastor in Charge of Counseling

RS/sb

Enclosure



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
OFFICE OF EDUCATION  
WASHINGTON, D.C. 20202

*File w/pc*

JUN 28 1965



The Vice President  
United States Senate  
Washington, D.C.

Dear Mr. Vice President:

In reply to your letter of June 10, I am attaching a copy of our reply to Dr. Boden's letter regarding the status of desegregation for the school system of Charlottesville, Virginia.

Dr. Boden's points are probably entirely valid. The problem comes in this case because we have made the decision not to try to second-guess the Federal district judges.

Sincerely yours,

*Francis Keppel*

Francis Keppel  
U.S. Commissioner of Education

Attachment





DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
OFFICE OF EDUCATION  
WASHINGTON, D.C. 20202

June 23, 1965

Richard E. Boden, M.D.  
Chairman, Education Committee  
Citizens Democratic Council  
1508 Rose Hill Drive  
Charlottesville, Virginia

Dear Dr. Boden:

I apologize for the delay in replying to your letter of June 1, 1965, to Mr. Allen Lesser. Since Mr. Lesser has been assigned other responsibilities within the program, he asked me to reply to your letter.

The problem in the case of the Charlottesville desegregation plan is that it comes under the provision in our Regulation for court orders and therefore is not judged on the same basis as voluntary desegregation plans. The Regulation provides in effect that where a Federal Court has taken jurisdiction over desegregation in a particular school district, and has issued its order as to the steps to be taken, our Office would not attempt to interfere.

Our Regulation does require, however, that school districts under court order abide by the court order, and some of the statements in your letter would indicate that there may be some question on this point. We will look into this aspect of the problem further. In the meantime, if you know of ways specifically in which the School Board is not carrying out the order of the Federal Court, would you please let us know?

Sincerely yours,

/s/ David S. Seeley

David S. Seeley  
Director  
Equal Educational Opportunities Program



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
OFFICE OF EDUCATION  
WASHINGTON, D.C. 20202

JUN 28 1965

The Vice President  
United States Senate  
Washington, D.C.

Dear Mr. Vice President:

In reply to your letter of June 10, I am attaching a copy of our reply to Dr. Boden's letter regarding the status of desegregation for the school system of Charlottesville, Virginia.

Dr. Boden's points are probably entirely valid. The problem comes in this case because we have made the decision not to try to second-guess the Federal district judges.

Sincerely yours,

(Sgd.) Francis Keppel

Francis Keppel  
U.S. Commissioner of Education

Attachment



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
OFFICE OF EDUCATION  
WASHINGTON, D.C. 20202

June 23, 1965

Richard E. Boden, M.D.  
Chairman, Education Committee  
Citizens Democratic Council  
1508 Rose Hill Drive  
Charlottesville, Virginia

Dear Dr. Boden:

I apologize for the delay in replying to your letter of June 1, 1965, to Mr. Allen Lesser. Since Mr. Lesser has been assigned other responsibilities within the program, he asked me to reply to your letter.

The problem in the case of the Charlottesville desegregation plan is that it comes under the provision in our Regulation for court orders and therefore is not judged on the same basis as voluntary desegregation plans. The Regulation provides in effect that where a Federal Court has taken jurisdiction over desegregation in a particular school district, and has issued its order as to the steps to be taken, our Office would not attempt to interfere.

Our Regulation does require, however, that school districts under court order abide by the court order, and some of the statements in your letter would indicate that there may be some question on this point. We will look into this aspect of the problem further. In the meantime, if you know of ways specifically in which the School Board is not carrying out the order of the Federal Court, would you please let us know?

Sincerely yours,

/s/ David S. Seeley

David S. Seeley  
Director  
Equal Educational Opportunities Program



*File*

U.S. DEPARTMENT OF LABOR  
NEIGHBORHOOD YOUTH CORPS  
WASHINGTON D.C., 20210

OFFICE OF THE DIRECTOR

Mr. Graham W. Watt  
City Manager  
City Hall  
Portland, Maine

Dear Mr. Watt:

You made inquiry through the Vice-President about the status of the City of Portland's Neighborhood Youth Corps project. As you will probably know by the time you have received this letter, I executed the contract for this project on June 17, 1965.

We are extremely pleased to have this project in operation in Portland.

Sincerely yours,

Jack Howard  
Director





NOTE.—DO NOT USE THIS ROUTE SLIP TO  
SHOW FORMAL CLEARANCES OR APPROVALS

DATE

6/23/65

TO:

AGENCY BLDG. ROOM

Mr. John Stewart

☐ APPROVAL ☐ REVIEW ☐ PER CONVERSATION

☐ SIGNATURE ☐ NOTE AND SEE ME ☐ AS REQUESTED

☐ COMMENT ☐ NOTE AND RETURN ☐ NECESSARY ACTION

☒ FOR YOUR INFORMATION

☐ PREPARE REPLY FOR SIGNATURE OF \_\_\_\_\_

REMARKS:

(Fold here for return)

To  
From

PHONE

BUILDING

ROOM

MEMO FOR THE RECORD

*Jui*  
*OE survey*

Meeting on Survey of Equal Educational Opportunities

Called by Morris B. Ullman  
OSS/BOB

DATE June 17, 1965 TIME 2:00 p.m. PLACE Room 460, EOB Bldg.

PERSONS ATTENDING

Office of Education:

Dr. Ernest Q. Campbell  
Dr. Marjorie O. Chandler  
Dr. James S. Coleman  
Mrs. Carol J. Hobson  
Dr. Alexander M. Mood  
Mr. James K. Rocks  
Dr. Frederick D. Weinfeld  
Mr. Robert L. York  
Mr. James M. McPartland

U. S. Commission on Civil Rights:  
William Taylor  
Ed Beis

Department of Justice:

John Doar  
St. John Barrett  
Harold Green

President's Council on Equal Opportunity:

David Filvaroff  
Peter Libassi

V. President's Office:

John Stewart

BOB - OMO - Hazel Guffey  
EMS - Michael Kirst  
OSS - L. N. Bloomberg, R. Nassimbene,  
C. B. Kummerfeld, M.B. Ullman

The meeting was called to acquaint interested parties with the plans of the Office of Education for conducting the survey on equal educational opportunities in compliance with the provision of Section 402 of the Civil Rights Act of 1964. A memo outlining the proposed activities and a letter sent by the Commissioner of Education to the Chief State School Officers on the proposed statistical survey had been distributed prior to the meeting.

Mr. Mood, Dr. Coleman and Dr. Weinfeld supplemented the statements distributed by outlining in more detail plans and possible methods of analyzing the data.

The questions and discussion brought out the following points:

a) There is no intention to rely on the results of the survey for direct use in litigation. However, when discussion indicated a possible relationship between library books and lack of opportunity, an interest was expressed in data of this type for individual schools.

b) A number of participants (Doar, Stewart, Taylor) indicated that they hoped that information would be available prior to the date the report was



required (July 1, 1966). OE indicated that the results of an inventory of schools may be available earlier.

c) There was considerable discussion of using "achievement" data to measure differences in opportunity. "Achievement" results are to be controlled on economic and motivational factors to achieve this purpose.

d) The general pattern of the plans described by the Office of Education was:

1. An inventory of schools showing racial composition and a limited number of other characteristics. It was not specified how this was to be done.
2. A national sample will be used to obtain "achievement" and other characteristics of pupils, staff, and schools. The analysis of these data will be national with some broad regional detail. State data will not be possible within the limits of time and resources available.
3. A series of special studies to provide some information not provided in the general studies in (1) and (2).

In the general round-up at the meeting, the contradictory issues of early data and care in the analysis of the achievement test results were stressed. The Chairman invited participants to submit additional comments either to Dr. Mood or to him.

COPY

July 1, 1965

MEMO TO RON STINNETT

FROM JOHN STEWART

Bill Taylor, Staff Director of the U.S. Commission on Civil Rights, called me concerning his appropriation problems. The House made a substantial cut in the funds they believe will be needed next year for full-scale operations. Actually, the interests of the Vice President are involved because many of the things the Civil Rights Commission will be doing relate to activities of the Council on Equal Opportunity, so a cut in their budget will limit the amount they can be of service to us.

Magnuson and Pastore are members of the Senate Subcommittee that will consider the appropriation. I suggested that Taylor get in touch with Jim McKenna in Pastore's office and Gerry Grinstein with Magnuson to see if they would be willing to sponsor an amendment restoring these funds. Dean Erwin Griswold of the Commission also spoke with the Vice President, and the Vice President indicated his willingness to assist in this restoration. Attached to this memo is a letter I have received from Bill and the background memo on the amounts. Perhaps you could follow up on this and see whether there isn't some way we can maneuver some kind of restoration of funds. Senator McClellan is the Chairman of the Subcommittee, but he does not seem to be too concerned one way or another about the matter at present.



STAFF DIRECTOR

UNITED STATES COMMISSION ON CIVIL RIGHTS  
WASHINGTON 25, D.C.

June 28, 1965

Mr. John G. Stewart  
Assistant to  
The Vice President  
Room 5117, New Senate Office  
Building  
Washington, D.C. 20510

Dear John:

Here is a brief memorandum summarizing our arguments for restoration of the money cut from the Commission's appropriation in the House. I have spoken about this to Gerald Grinstein and Jim McKenna. McKenna promised to take up the matter with Pastore and Jerry Grinstein said he would take it up both with Magnuson and Pastore and try to get them to raise it in the Committee. If these efforts can be backed up with the Vice President's support we may have a good chance.

Thanks for your help.

Sincerely yours,

*Bill*

William L. Taylor  
Staff Director-designate

Enclosure

# Memorandum

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

DATE: July 29, 1965

In reply refer to:

FROM : Roger Wilkins  
Assistant Director for Community Action

SUBJECT: Task Force Activity Report for the Week Ending July 27, 1965

We met for two days last week with our field consultants. They all agreed that the presence of the CRS personnel in the nine target cities has had a favorable impact on city administrations, other Federal officials in the area, and in many instances, the ghetto communities as well.

Several of the consultants expressed concern over the need for someone to continue to prod city administrations beyond the conclusion of the Task Force effort.

Questions of Washington support for the field operators and the final report on the project were also reviewed.

## Newark

OEO has appropriated \$2,662,969 of a \$4.5 million dollar package program. However, the United Community Corporation, the local anti-poverty organization, cannot use these funds until the City Council allocates the \$23,000 which represents the city's share. The UCC board interprets the Council's hesitancy to provide these funds as leverage to gain political control of the UCC. The UCC has been operating independently of City Hall and this has annoyed the Mayor and the City Council.

Contention continues over the demand by civil rights organizations for a citizens review board for the Police Department.

## Philadelphia

The Girard College situation remains unchanged. City and state officials have asked the Trustees to consider having foster children, some of whom would be Negro, to be placed at Girard College. The city would pay their expenses. This proposal was made to the Trustees' attorney last week at a meeting which I attended. The Trustees have not yet met to consider this proposal.



### Oakland

The Oakland Summer Work camp project has been approved. There were no overt expressions of tension last week; however, we have heard that several groups are planning some kind of action around school segregation and unequal educational opportunities. We have not learned the identity of these groups. Our field consultant is attempting to do so.

### New York

Our field consultant in New York has been there only a few days. His efforts during this period have been directed toward acquainting himself with the Federal Government programs operating in New York, particularly the HARYOU-Act projects.

He has received unconfirmed information from a Negro building subcontractor of planned work stoppage demonstrations at the Harlem Hospital and Esplanade Gardens building sites. Esplanade Gardens is a public housing project in Harlem. The implication, of course, is that trouble may begin brewing around employment problems.

### Gary

The Common Council of the City of Gary voted the necessary appropriation for the Neighborhood Youth Corps program. We had been concerned over the Council's threat to withhold the appropriation in retaliation to the mayor's appointment of a strong Human Relations Commission.

### Boston

Preparations are in the final stages for the election of representatives from the ghetto to ABCD's Community Poverty Board. OEO representatives from Washington are going to Boston to observe the elections.

### Rochester

Last Sunday was the anniversary of last year's riot. There were rumors that someone might start something as a reminder to the community. Our field consultant met with the police and discussed precautionary measures to be taken in case of trouble. However, there were no significant developments or unusual occurrences.

### Cleveland

A proposal to cover 3,000 more Neighborhood Youth Corps jobs is being prepared for submission to the Department of Labor. Consideration is being given to placing NYC persons in the police department structure. If a decision is made to do so, this may bring about an improvement in relationships between the police and the minority community.



UNITED STATES GOVERNMENT

# Memorandum

Colias for W.B.  
08  
25

TO : Ben D. Segal, Spec. Assistant, Employment  
President's Council on Equal Opportunity

DATE: July 29, 1965

FROM : Vincent G. Macalluso, Special Assistant to  
the Executive

W

SUBJECT: Area Coordinator Program: Status and Plans

In accordance with your recent request I set forth below a brief statement of where this program is now and what we hope to do with it in the future.

## Present Organization:

There are ten employees of various Federal agencies who are covering fourteen cities on a half-time basis per city. In addition, there are six men who are covering six major cities on a full-time basis. These sixteen men all remain employees of their own agencies and their agencies are reimbursed for the services they provide to other agencies, in accordance with each agency's proportion of Federally-involved construction activity in an area. An up-to-date directory of these Area Coordinators is attached.

We are in the process of replacing our Coordinator in Chicago because he does not seem well suited to the job.

## Development of the Program:

We spent the latter part of March and all of April picking most of the Area Coordinators. With the exception of two, they came on the job in mid-May for a period of up to one week of orientation here in Washington. They went immediately out into the field, but the problems of establishing offices and securing secretaries required in many instances several weeks. In addition, seven of the sixteen men had kick-off meetings to arrange. Therefore, most of them were not fully operative until mid or late June. The two exceptions are the Cleveland Coordinator, who was on the job April 1, and the Kansas City-Cincinnati man, whom we picked in late May; we were fortunate in Cleveland because we got a very qualified man who had proven himself in last year's program, and we had a hard time filling the Kansas City - Cincinnati positions.

Our instructions to the Area Coordinators were that in addition to their weekly logs and records of apprenticeship programs and construction activity, they should first contact representatives of the Federal agencies active in their areas and establish liaison with them. In connection with that, they were to



Memorandum to Ben D. Segal

From - Vincent G. Macaluso

Re \_ Area Coordinator Program: Status and Plans

- page two

set up procedures so that they could participate in pre-award meetings. Also of high priority was the establishment of their relationship with the local BAT representative and the AIC representative, if there is one. This early stage of the program is just about completed. There have been some problems of course. The Atlanta man's wife was killed in an automobile accident. The Baltimore and Los Angeles Coordinators left the program for other positions and we had to get replacements. As indicated above, we are in the process of replacing our Chicago Coordinator. However, I expect that by the end of this coming month all of the Area Coordinators will be well established in their positions.

Plans and Suggestions:

1. We have intended from the beginning that our Coordinators would go where the problems are, and I have asked them to make recommendations to us as to what other cities they might serve. We have already sent our St. Louis man to Kansas City to take care of one problem before our Kansas City Coordinator arrived on the job. And currently the Cleveland man is in Columbus on a special assignment. I think we should press this aspect of the program as soon as we feel that the Coordinator is on top of the situation in the area to which he was originally assigned.
2. Although the Area Coordinators have been fully operative for only a brief period, it is obvious that some are performing much better than others and that the differences are not all accounted for by the variation in conditions and problems from one area to another. Ward McCreedy has suggested that we bring the Coordinators into Washington one at a time to talk over their work. I think this is a very good idea and that we should start out with the ones that seem weakest, and I have so indicated to Hobart Taylor. We will probably start doing this immediately.
3. We hope to have a one-day conference of all Area Coordinators in September here in Washington. By that time they should be in a good position to have a fruitful exchange of ideas. We did this with the Field Team Leaders last year, and it was very successful.

Memorandum to Ben D. Segal

From - Vincent G. Macaluso

Re - Area Coordinator Program: Status and Plans

- page three

4. A very necessary complement to the Area Coordinator Program is an effective on-site compliance review program for each Federal agency. As the overall contract construction program was originally conceived, the Area Coordinator has the responsibility to handle general EEO area problems and the PIA will continue to handle EEO with respect to the actual employment relationship on the site itself. There is to be of course a close working relationship between the compliance officers and the Area Coordinator, and there will be times when they will approach a problem together, especially where a business agent may be involved. Until and unless this compliance program is developed by the agencies with construction in the Coordinator's area, the Coordinator is going to be handicapped.

5. It will be necessary to replace Area Coordinators from time to time for various reasons. In those cities where there is an EEOC office, it may be feasible to consider the use of a Commission employee on a part-time basis for these Coordinator duties.

6. There is a problem of providing adequate administrative control over people spread so broadly throughout the country. They are now located at the same offices they had when they became Coordinators or in separate offices completely independent of all supervision. It may be better for this purpose and to assure proper liaison with local EEOC people that the Area Coordinator's office be located at the local Commission offices, where this is possible. Such a location of the Coordinator's office might also help him in his relations with his visitors.

7. An essential part of the success of this program turns upon adequate monitorship and guidance of the activities of the Coordinators. The weekly log must be scrutinized, advice must be carefully considered and communicated effectively, the data collected by the Coordinators must be analyzed, and there must be sufficient personal contact between the Coordinators and those managing the program so that the Coordinators feel they are part of an integrated program and not simply on their own. Therefore, the Washington staff should consist of at least one full-time administrator to receive and study the written data and to pass on communications by memo or by phone. There should also be some person or persons who can advise and give guidance with respect to the general direction of the program and specific problems as they arise. These latter persons might also be available to participate personally in tough situations.

cc Ward McCreedy  
Len Biermann

AREA COORDINATORS

July 6, 1965

Robert J. Baxter  
U.S. Army Engineer District  
P.O.Box 60267  
New Orleans, Louisiana 70160  
Telephone: 80-504-UN 5-1121  
AC - New Orleans and Houston

Arthur J. Bradford  
FHA Insuring Office  
105 Market Street (5th Floor)  
San Francisco, California 94105  
Telephone: 8-415-556-1038  
AC - San Francisco

John J. Brosnahan  
GSA, 620 Post Office Courthouse Bldg.  
Boston, Massachusetts 02109  
Telephone: 8-617-CA-3-2621  
AC - Boston

Jodie G. Eggers  
President's Committee on Equal  
Employment Opportunity  
Room 361, U. S. Courthouse  
Nashville, Tennessee 37203  
Telephone: 8-615-242-5871  
AC - Nashville and Memphis

Ralph B. Cornell  
HHFA  
346 Broadway, Room 910  
New York, New York 10013  
Telephone: 8-212-RE 2-8000 X 7325  
AC - Newark

Cornelius J. Daly  
Community Facilities Administration  
936 Widener Building  
Philadelphia, Pennsylvania 19107  
Telephone: 8-215-597-2650  
Pittsburgh Office:  
Room 2230 New Federal Bldg.  
1000 Liberty Street  
Pittsburgh, Penna. 15222  
Tel: 8-412-644-2768  
AC - Pittsburgh

Charles E. Doneghy  
CSC, Engineers Building  
1365 Ontario Street  
Cleveland, Ohio  
Telephone: 8-212-241-2430  
AC - Cleveland

~~Marvin B. Fuller  
GSA, Room 1325  
Washington, D.C. 20405  
Telephone: 8-202-183-5385  
AC - Baltimore \*~~

Murray Geller  
National Labor Relations Board  
745 Fifth Avenue  
New York, New York 10022  
Telephone: 80-212 PL 1-5256  
AC - New York City

\* Robert J. Harlan  
GSA, Room 1325  
Washington, D.C. 20405  
Telephone: 8-202-183-5385  
AC - Washington, D.C.

\* Also AC for Baltimore (temporarily)



Alonzo J. Jernigan  
U.S. Custom House, Room 402  
610 S. Canal St.  
Chicago, Illinois 60643  
Telephone: 8-312-828-5454/5  
home: 312-239-0049  
AC - Chicago

Theodore T. Jones  
Room 704, Detroit, Michigan Post Office  
Detroit, Michigan 48233  
Telephone: 8-313 WO 5-3750 X 430  
AC - Detroit

Paul H. Pearce  
Public Housing Administration  
615 Widener Building  
Juniper and Chestnut Streets  
Philadelphia, Pennsylvania 19107  
Telephone: 8-215-597-2612  
AC - Philadelphia

James McGowan  
U.S. Army Eng. District  
P.O. Box 17277 - Room 2124  
Foy Station  
Los Angeles, Calif. 90017

John W. Rogers  
U.S. Dept. of Labor  
600 Hoffman Building  
139 South Fourth Street  
Louisville, Kentucky 40202  
Telephone: 8-502-582-5239  
AC - Kansas City, Mo. and Cincinnati

A. Frederick Smith  
Housing and Home Finance Agency  
Peachtree - 7th Building  
Atlanta, Georgia  
Telephone: 8-404-526-5482  
AC - Atlanta

W. W. Zenfell  
Department of Interior  
11 North 4th Street  
St. Louis, Missouri 63102  
Telephone: 8-314-MA 2-4471  
AC - St. Louis

# Memorandum

TO : Mr. Wiley A. Branton, Executive Director  
President's Council on Equal Opportunity

DATE: July 22, 1965

FROM : Roger Wilkins

In reply refer to:

SUBJECT: Urban Task Force Activities  
Report for the Week Ending July 21, 1965



We have had several personnel changes recently. Three new people have joined the Community Action Staff and are assigned to the summer project. Mr. James Grant has been appointed Field Consultant for New York City and Mrs. Olivia Filerman as City Desk Consultant here in Washington for New York City and Oakland, California. Mrs. Filerman replaces Mr. Harold Wolff. Mr. Albert Nellum is the new Field Consultant in Philadelphia who is replacing Mr. Charles Clem. Mr. John Rector, who has been assisting with the NCC activities, has resigned to accept an assignment with the United Planning Organization.

We have made arrangements to bring our field consultants to Washington for meetings on July 26 and 27. During these two days they will have an opportunity to exchange information relative to their experiences thus far. We will discuss new programs with them, arrange individual conferences with representatives of other Federal Agencies and instruct them as to information we would like to have developed for a final report on the summer project.

## Boston

Beginning this week a concerted effort is being made by us and several people in Boston, acting as quasi-consultants, to create and establish a strong effective Human Relations Commission. Most of the preliminary work is being done without notoriety, and therefore there is little community participation yet.

There is widespread community concern about the poverty elections postponed from two weeks ago to be held some time within the next two weeks. Anything but a "good" turnout would reinforce existing negative opinion that things aren't really as bad as some people say and that Boston does not have to go all out to do things that really are unnecessary and not desired by any significant segment of the community.

## Gary

The most significant event of the week was the swearing in of the

BUY U.S. SAVINGS BONDS REGULARLY ON THE PAYROLL SAVINGS PLAN



newly created Human Relations Commission. It is a strong commission and is composed of 15 citizens. CRS staff gave the Mayor substantial support in his effort to establish a strong commission.

As a result of the opposition of the City Council to the Mayor's proposals for the Human Relations Commission, much activity in the community during the week was devoted to jockeying for the votes necessary to pass a resolution authorizing the appropriation of starter funds for the Neighborhood Youth Corps, which proposition was threatened with defeat by Human Relations Commission's opponents as retaliation for the mayor's refusal to water down the commission.

Much community activity continues to center around the issue of discrimination in employment. The NAACP is pressing its cases against U.S. Steel and ANCO, and Urban League has begun to challenge the Indiana State Employment Service.

### Rochester

Most importantly, attempts are now being made to create a Council of Concerned Organizations. Related to this, additionally, is the work we are doing to establish a leadership training program for members of the Negro community.

Much time within the Negro community is occupied by the internecine fighting over the leadership of FIGHT. Moreover, this same type of leadership problem exists with respect to Connie Mitchell's campaign for city council membership. The Democratic Party does not want to endorse her, even though she is a member of the County Board of Supervisors, because they feel they do not have to run a Negro for City Council. Rather, they are proposing that she be placed on the Board of Education. This proposal irritates the Negro community.

### Philadelphia

The dispute arising from the incident which occurred when Governor Collins, Governor Scranton and Mayor Tate met with the Trustees of Girard College last week continues. Cecil Moore is rallying his group around the issue of police brutality. The Fraternal Order of Police strongly opposes having the Citizens Review Board handle the issue. Charges of police brutality have been filed by employees in the building where the meeting took place, by observers on the street and by those persons directly involved. There is continuing tension.

The Attorney General of the State of Pennsylvania and the City Solicitor of Philadelphia have been conferring on the best course of action to follow in bringing the Girard College issue before the Courts. The issues are involved and complicated and the political problems (white backlash) facing each of the governmental bodies involved further complicate the situation. We have maintained contact with those offices by telephone and have encouraged them to move ahead as rapidly as possible. They are meeting today, July 22, with attorneys for the Trustees to make one more attempt to persuade the Trustees to take voluntary action to desegregate the school. I will attend that meeting and will take an attorney from the Department of Justice with me.

Our Field Representative is working with community groups who strongly oppose the police tactics and feel something should be done about them, but who have hesitated to speak out because they do not want to be identified with Cecil Moore's movement. Those groups are planning a mass meeting with Dr. Martin Luther King as their guest speaker.



## Newark

There seems to be a definite racial split over the issue of a Police Review Board. Civil Rights organizations have come out strongly in favor of a board while The Fraternal Order of Police and the Police Benevolent Association strongly oppose it.

Our Field Representative attended the community meeting called by the Human Rights Board to discuss the demands of the civil rights organizations. He reports that it was a very heated meeting, but no issues were resolved. CORE, the main advocate for the Civilian Review Board, will continue its mass meetings every Wednesday. Mr. Jim Farmer, National Director of CORE, was in Newark and was scheduled to lead the march and be the speaker at the meeting yesterday.

Mr. James Threatt, Executive Director of the Human Rights Board, said there will be more of the community meetings so that others will have the opportunity to state their views as to whether there should be such a board and, if so, how it should operate.

The Summer Neighborhood Block Recreational and Improvement Program was approved by United Community Corporation and sent to Washington for final approval. However, this program will be <sup>held</sup> up because of the City Council's reluctance to appropriate the \$23,000 local share of the budget. This is a recurring problem in Newark.

Our Field Consultant reports much dissent over the fifty block recreation project. Many see this as a gift offering from the police department in lieu of the review board since the Police Athletic League would be the sponsoring agency.

## Cleveland

The major focus in Cleveland continues to be in the political arena, centering on the mayoral campaign in which there are four major candidates: Locher (incumbent), Carl Stokes (Negro Councilman), Ralph McAllister (segregationist school board member), and Ralph Park (Republican). Stokes and McAllister are running as independents, Locher as a Democrat, and Park as a Republican. Locher faces Democratic opposition in the primary.

The National Council of Churches and the Cleveland Council of Churches are conducting a voter education and registration project in seven wards, predominantly Negro. The aims of the project are: (1) registration, (2) explanation of issues, (3) candidates for the school board. The Board of Electors employed 40 additional registrars to handle increased registrations and extended hours on Saturdays for registration. The first big push for registration on July 17 was less than successful. Martin Luther King will be in Cleveland on July 27 and 28 to assist the project. A rally is scheduled for the evening of July 28.

The Media Relations staff of CRS has scheduled a conference in Cleveland for July 26. This is designed to help in the reporting of news having to do with race relations, particularly during the political campaign.

The problem of inadequate representation of organizations of poor communities on the local Community Action Program board is still unresolved and is likely to be a sore spot for the ensuing months. Proposals made for increased representation at the last meeting of the CCEO board were greeted with derision by representatives of the poor. The proposals were referred to a committee to report at a later date.

The Protestant Ministry to Poverty is currently developing a project to be run

entirely by people in poor neighborhoods as a demonstration program.

### Detroit

Last Thursday evening, July 15, the Northern Student Movement (NSM) and the Adult Community Movement for Equality (ACME) staged a protest demonstration growing out of a police incident on the preceding Saturday evening, July 10, in which three civil rights leaders were arrested. The protest was orderly, ground rules having been established earlier in a meeting arranged by CRS between the police commissioner and USM and ACME. Approximately 150 people participated in the demonstration. Hearings are scheduled for the civil rights leaders for July 22. Demands of the protest were: (1) charges against civil rights leaders be dropped, and (2) public hearings be held on the incident. Whether these demands are being considered seriously has not been determined. There was no press coverage of the demonstration by the major newspapers.

Handling of news by the press continues to pose problems, not so much in terms of racial news per se, but in news about crime, police-community relations, crime in the streets, etc. Subtle implications of such news suggests that Negro areas are crime-infested, that police need more authority, and that police aren't being backed by the city administration. This plays into the political situation by helping to polarize the Negro and White communities. The CRS field man is endeavoring to get the emphasis shifted to a broader look at the causes of crime and in interpreting to the media the results of this kind of reporting. This is further complicated by inflammatory racial news in suburban weeklies. Editorially the major newspapers are doing a responsible job. Sample headlines and sub-headlines of last week are as follows:

"Rap Police High-ups," "Soft Judges on Mobs"

"Churches, Citizens Join War on Downtown Crime"

"Olsen Asks Law to Help Curb Riots"

"Poindexter Asks Ordinance to Prohibit Insults to Police"

All of this serves to create and bloat a race-crime issue which is generating real hostility in both the Negro community and the middle-class conservative white community. Political capital is being made by both Negro and white candidates for city council who are running racist campaigns.

The first class of 450 policemen in an in-service, 20 hour training program in human relations will "graduate" this week. The second class is to begin next week. The program is financially supported by OEO through Detroit's CAP program (TAAP).

Oakland

There are deep feelings of distrust of federal programs by the minority communities in Oakland. While we are trying to obtain specific information on several specific programs sponsored by governmental agencies, we cannot take any direct actions to provide any immediate change in these areas.

Examples of concern:

Farm Labor: Local Agriculture office in cooperation with the American Friends Service Commission recruited and put to work 50 youngsters (Negroes) from East Oakland Parish area. These youngsters have not been paid for work performed and are reported to be getting shortchanged in living conditions at the farm in comparison to 50 white middle class youngsters working on the same farm. Our local representative is meeting with state agricultural officers to help resolve these problems.

NYC: There was considerable unhappiness about the limited number of jobs planned under this program. Supplemental applications for an expansion have been held up in Washington for over a month. We have asked the Labor Department, several times during this period to expedite approval.

The lack of real success with these and with OEO CAP, Job Corps, Welfare, SBA, and ARA programs gives an overall impression that the government is not really interested in solving the serious unemployment problem in Oakland.

At the moment no organized protest by the minority communities is anticipated on any of the above problems.

PRESIDENT'S COUNCIL ON EQUAL  
OPPORTUNITY

<input type="checkbox"/> Mr. Branton	<input type="checkbox"/> Mr. Segal	<input type="checkbox"/> Mrs. Gray
<input type="checkbox"/> Mr. Stewart	<input type="checkbox"/> Mr. Carr	<input type="checkbox"/>
<input type="checkbox"/> Mr. Filvaroff	<input type="checkbox"/> Miss Naugle	<input type="checkbox"/>
<input type="checkbox"/> Mr. Sasser	<input type="checkbox"/> Miss Rowe	<input type="checkbox"/>
<input type="checkbox"/> Mr. Libassi	<input type="checkbox"/> Mr. Connell	<input type="checkbox"/> File

John:

Do you receive copies  
of Roger Wilkins reports?  
If you don't, would you like  
us to make a copy for you  
and send or ask Roger to  
send one to you? (these  
reports should be kept  
under the community relations  
urban task force ~~XXXXXX/XX/~~  
tab in your civil rights notebook.)

Betsy

Return note to Betsy R-  
pls send me Rogers'  
reports J

FROM

DATE

# Memorandum

U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

DATE: July 8, 1965

FROM : Roger Wilkins

In reply refer to

*Jul*

SUBJECT: Urban Task Force Report for Week Ending July 7, 1965

Letters pledging support of the Task Force effort have been received from the Director of the Washington Housing Program of the American Friends Service Committee and the National Council of Jewish Women.

## Newark

A staff member spent last week in Newark as a substitute for our Field Consultant who had to be away from the city. Upon her arrival she discovered that CORE's scheduled demonstration at Hahne's Department Store for Wednesday, June 30 was causing the city officials much concern. However, the demonstration turned out to be an orderly one.

There has been a complete breakdown between City Hall and the United Community Corps on programs to be considered for Federal funding. The Community Action staff member was instrumental in arranging a meeting between representatives of the two groups and attended as an observer. However, a cooperative working arrangement was not developed.

## Philadelphia

Demonstrations continue at Girard College and consistent reports of police brutality keep Philadelphia in an incendiary mood. The Philadelphia Human Relations Commission has asked the trustee board of the school to initiate legal action themselves and end segregation at the school. The commission has also requested that the state attorney general remove those trustees who stubbornly and willfully hold to the racial pattern.



### Oakland

At the request of CORE our field representative has been looking at operating poverty projects to determine whether the poor are really being served. His reports on the Head Start program and NYC have been very positive in this respect. He also is attempting to develop a police-community relations project based on the Gary, Indiana prototype.

### Detroit

The deaths of three Negro children who were burned to death in an old abandoned house last week led to two meetings of the West Central Organization (WCO) to develop a planned response to the tragedy. A petition with 1200 names demanding removal of several abandoned buildings was presented to the Mayor and he is scheduled to meet with the WCO representatives today (July 8).

The death of the children may become a major issue and a vehicle for more alert and aggressive community and civil rights organizations.

The political campaign is developing racial overtones, primarily with Negro candidates insisting that Negroes must vote for Negroes in order to secure representation on the city council.

### Cleveland

A staff member visited Cleveland last week and observed recruitment and interview procedures for the NYC project. Approximately 700 of the 1220 jobs under the contract have been filled. The majority are Negroes.

The Citizens Committee for an Adequate Anti-Poverty Program is continuing to agitate for more representation of the poor in policy-making posts with CCEO. A meeting of the CCEO Board is scheduled for July 9 at which time the citizens group will be heard.

The OMAT contract which provides for pre-apprenticeship training for 1200 people was signed June 30.



### Rochester

With the encouragement of NCC member Julius Manger, Chairman of the Employment Subcommittee, the representatives of twelve major hotels and motels in Rochester met on July 2 to discuss how they could implement equal opportunity and job development. The meeting was convened by Paul Morris, manager of the Manger Hotel in Rochester. The main speaker was the CRS consultant in Rochester, Mr. Sam Convisser, who explained the work of the CRS and then suggested ways in which the hotel and motel industry in Rochester could help ease racial tensions in their area.

This group is going to release a public statement in a day or two which will pledge equal employment opportunity. Mr. Convisser is going to assist the group in composing the statement.

### Boston

Replies to a questionnaire sent out by the Federal Executive Board covering about 90 per cent of the Federal employment in Boston reveal that 431 of the 476 jobs authorized under the Youth Opportunity Campaign have been filled. The major source of recruitment was the Massachusetts State Employment Service, which estimates that 90 per cent of those persons placed were disadvantaged. The private sector has not responded to the Youth Opportunity Campaign.

The school issue has quieted somewhat. The HEW investigating team announced that it will return for a full investigation before August 1.

### Gary

Tension in Gary is high. The problem revolves about the people the Mayor intends to appoint to the human relations board which was authorized by an ordinance passed by the City Council on May 18. Several members of the Council feel that the board, as proposed by the Mayor, is too liberal. They do not have the votes to block the appointments, but they do have the votes to defeat the appropriation for the Neighborhood Youth Corps project. They have apparently threatened to scuttle the NYC project unless the Mayor changes the human relations board composition. The civil rights proponents, led by an able Negro Councilman named Hatcher, feel very strongly that the Board should be approved as suggested by the Mayor.

The Council debated these issues at its meeting on Tuesday, but reached no conclusions. Strong racial cross currents were apparent during the debate.

On the suggestion of our consultant, Governor Collins called the Mayor the day after the council meeting to urge him to appoint a good commission. The Mayor agreed to do so, but expressed fears about his ability to get enough votes for the NYC project.

At this time it appears that the opponents of the Mayor's proposal have been so active that the civil rights groups have become alarmed. They may demonstrate over the weekend.

Our consultant is working with the Police Director and with his principal assistants in an effort to make sure that the police do nothing to trigger violence in the event that demonstrations are held.

#### General

We learned that in at least two cities, Oakland and Philadelphia, public welfare agencies were decreasing relief allotments to families with youngsters employed under the Youth Opportunities Campaign by the full amount of the youngsters' earnings. We have urged HEW to move quickly to remedy the situation.

EXECUTIVE OFFICE OF THE PRESIDENT

President's Council on Equal Opportunity

WASHINGTON, D. C.

July 23, 1965

CIVIL RIGHTS

*219*

MEMORANDUM TO: THE VICE PRESIDENT

FROM : WILEY A. BRANTON

1. Executive Order consolidating employment functions.

After the meeting with Franklin D. Roosevelt, Jr., this morning, Dave Filvaroff and John Stewart met with Tom Powers and explored further possibilities of the contract authority going to the EEOC. Various methods of assignment were discussed and Tom was asked to start work to put some of the possibilities on paper. John and Dave stressed to Tom the fact that the Plans for Progress program would, in effect, remain within your bailiwick and would not, in any event, go to the EEOC. John is sending you a more detailed memo on the matters discussed this morning. In the meantime, we are pretty much straightened out on what will happen to the staff of the President's Committee, although some final decisions are waiting on location of the contract authority.

2. Equal Employment Opportunity Commission.

So far, 138 complaints, including a group filed by the NAACP, have undergone preliminary processing; 42 are under consideration for Commission investigation; 22 were deferred for State FEP action; 49 are to be rejected due to lack of probable jurisdiction; the rest have been returned for additional information or referred to other Federal agencies.

An interim budget of 3.2 million for 190 positions has been proposed. The top staff appointments have all been made. A poster for affected parties to post has been devised and will be distributed. The Commission has signed a contract with Wayne State University for research into patterns of discrimination and a study of the relationship of State FEP's to the Federal Government.

Chairman Roosevelt testified before the House Education and Labor Committee in favor of HR 9222 which would give the Commission stronger enforcement powers; he emphasized that, while it was not yet possible to draw on the experience of the EEOC in action, the experience of the State FEP's demonstrates that conciliation is most successful when the parties know that effective machinery for enforcement is readily at hand.

The date of the National Conference on Title VII has been changed from August 17-18 to August 19-20.

3. The Stanford Research Institute (SRI).

The SRI project to establish an information system is now beyond the half-way point and preliminary indications are that things are going well. We will shortly have to start making preliminary decisions about the permanence, staffing, costing, and location of the system. We will keep you advised.

4. Fall Civil Rights Conference.

Meetings with the first group of consultants are now about completed and we are contemplating asking another group of individuals, including civil rights figures to give us their views on the conference. In the meantime, we are proceeding with the budget, staffing, and other administrative matters.

5. HEW Conference.

I spoke at an HEW Conference including all their regional directors and top staff people; I explained the purpose of the Council while stressing that the responsibility for implementing equal employment opportunity lay with the operating officials in the various regions.

6. Visit of the Vice President to the Council.

Your visit to the Council was a great success; the staff may not be working twice as hard yet, but we're all trying.

EXECUTIVE OFFICE OF THE PRESIDENT

President's Council on Equal Opportunity

WASHINGTON, D. C.

July 16, 1965

"CIVIL RIGHTS"

*Jul*

*T. Stewart.*

MEMORANDUM TO: THE VICE PRESIDENT

FROM: WILEY A. BRANTON

1. Bogalusa, Louisiana: At the request of the Department of Justice, the Stanford Research Institute Staff gathered material on Title VI programs in Bogalusa. Letters have been prepared for your signature to Hobart Taylor, Franklin Roosevelt and Calvin Kytte requesting them to keep you and the Attorney General informed of all actions planned in Bogalusa and other trouble spots so that the Federal Government can act effectively in a coordinated manner. The Crown Zellerbach Corporation, a Government contractor (GSA) with facilities in Bogalusa, is meeting with the Voters League and, perhaps, other groups to discuss community grievances. The Community Relations Service feels that the most serious problem at the moment is the unwillingness of both sides to sit down together and really discuss the issues.

2. Executive Order consolidating employment functions: We are still treading water on the Executive Order pending resolution of the financial questions.

3. Equal Employment Opportunity Commission: The Title VII conference is tentatively scheduled for August 17th and 18th. Approximately 350 leaders in business, labor, employee groups, employment agencies and civil rights groups will be invited. We are exploring the possibility of your hosting a reception for those in attendance.

4. School Desegregation: It is still not clear that even with the added help we arranged the Office of Education has the manpower to assure that all voluntary desegregation plans can be examined and approved or rejected before schools open in the Fall; 421 out of 1,400 had been accepted by July 13, 85% of which call for the desegregation of all twelve grades in the Fall. We are keeping a close watch on the situation.



5. Voting Rights Legislation: As soon as the Voting Rights Bill is enacted, the Civil Service Commission will be ready to examine applicants for voter registration jobs within a few days at any location named by the Attorney General.

6. Civil Rights Fall Conference: Dave Filvaroff, John Stewart and I continued a series of meetings with members of the White House staff and key people from outside the Government.

7. Alabama: On Monday, July 12, we held a three-hour meeting of all the coordinators of agencies with programs in Alabama to discuss the status of Alabama Compliance. A separate report will be forwarded to you analysing the situation.

8. African Students: In Atlanta, I spoke to a group of 30 African students enrolled in American colleges during a conference related to a study of Negroes in politics and government, which was sponsored by the Phelps-Stokes Fund. The question and answer period following was very lively and resulted in greater appreciation for the American system among the students.

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity

WASHINGTON, D. C.

July 12, 1965

*File*

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT

FROM: WILEY A. BRANTON

1. Meeting of Council Coordinators, July 7, 1965: We conducted a very informative meeting of civil rights coordinators from departments and agencies with Title VI responsibilities last Wednesday at which the Stanford Research Institute personnel explained the necessity for the Title VI survey now being conducted and cleared up a number of questions. Also discussed were suggestions for coordination in several different areas including procedures for dealing with local government units requesting aid from more than one Federal agency and the question of keeping racial statistics to measure civil rights progress; the Council staff will follow-through on these suggestions.

2. Alabama  
Preliminary Conclusions from the Alabama Title VI Survey: Although several Alabama State agencies have not yet submitted compliance reports and two have actually refused, there does not seem to be a conspiracy among Alabama agencies to refuse to submit such data. The Department of Pensions and Security has said it will challenge HEW's request for a statement in the courts and, as you know, the Bessemer County school district is also challenging this issue in the courts. Only 28 of the 118 school districts have submitted acceptable compliance data to the Office of Education.

Alabama Merit Standards: The Department of Labor has recommended that, after appropriate Congressional contacts, Governor Wallace be informed that, unless the State of Alabama agrees to comply with the non-discrimination in employment requirement contained in Labor-HEW Merit standards, the State would lose a broad spectrum of Federal aid. Action has been held up waiting for HEW's recommendation.

HEW is now considering the State of Alabama's non-compliance on other grounds, under Title VI, and has indicated a desire to put off action on merit standards until that issue can be considered along with the related Title VI matters mentioned in the paragraph above.

3. Civil Rights Fall Conference: The Council staff has continued to work with the White House staff to develop the proposal for the conference "To Fulfill These Rights." Arrangements are being made for a number of key people to come to Washington to discuss ideas and suggestions for the conference.

4. Equal Employment Opportunity Commission: Last week the EEOC conducted a week-long training and orientation session stressing investigation procedures for approximately 75 compliance officers who will start work immediately for the EEOC. Many of these officers are on loan from other Government agencies and State FEPC's. I spoke at one of the sessions.

5. School Desegregation: In the Denison, Texas, school desegregation case, the Fifth Circuit Court of Appeals again used the Office of Education Guidelines as a standard for school desegregation and indicated that it and the District Courts would do so in the future. The Office of Education has a large backlog of desegregation plans which it has not yet had an opportunity to study and approve or disapprove. (See attached N.Y. Times article.) We have indicated to HEW that it would be tragic if this backlog were not cleared up in time to allow such plans to be implemented by the time schools open this fall. At the same time, it is essential that the plans all be carefully studied before approval to assure that they are adequate. We have asked the Department of Justice and the Commission on Civil Rights to provide assistance to the Office of Education in meeting these goals.

# SCHOOL PROPOSALS FLOOD U.S. OFFICE

## Temporary Unit Processes Southern Districts' Plans

By JOHN HERBERS

Special to The New York Times

WASHINGTON, July 8—A

dilapidated barracks type of building on the Mall opposite the National Gallery of Art, called Temporary S. for 23 years, is used to house some of the overflow of Government bureaucracy.

On the second floor, people rush from room to room and through the corridors. Telephones ring repeatedly. Conversations are abrupt. Name plates on doors are made of paper and there is a constant moving in and moving out of desks and chairs. The lights burn late at night.

This is the setting for what has been called the nation's school desegregation factory, a special agency within the Office of Education set up to help enforce the Civil Rights Act of 1964.

Into it this week came an emergency force of about 35, some borrowed from the Justice Department, to help process a backlog of 1,400 desegregation plans from the South and border states.

"The word has come from the Vice President on down," a team captain said. "We've got to get these plans out in the next 30 days."

### 5,146 School Districts

The agency's goal is to bring about some degree of legal desegregation in 5,146 school districts in 17 Southern and border states. This has been achieved for next fall in 3,112 districts, or 59 per cent of the area.

However, 571 districts, mostly in the Deep South, have submitted no compliance data to indicate they will desegregate in order to continue receiving Federal funds. And 1,432 districts have submitted desegregation plans that have not yet been approved under guidelines issued by the office on April 29.

This is the backlog that the new team of workers will help process.

The guidelines call for a good faith start on desegregation—generally at least four grades—next fall and desegregation of all 12 grades by the fall of 1967. Most of the plans submitted, however, call for desegregation of all 12 grades this year.

The nerve center of the Equal Education Opportunity Program, as the special agency is called, is a large room with desks and telephones. Here the compliance workers sit and negotiate with school superintendents across the South.

### Submitted to Specialists

When a plan comes in it is submitted to specialists for initial review. A plan from South Carolina, for example, would go to an office marked "Virginia, North Carolina, South Carolina."

The reviewer, who usually is a lawyer, goes over the plan to see if it conforms with the guidelines and with policy made since the guidelines were issued. One new policy is that the plan must contain a pledge that there will be no discriminatory discharge of teachers as the result of desegregation.

There are no hard requirements, however, for the integration of teaching staffs for next fall. "Our main concern this year is to desegregate the kids," a spokesman said. "We will get to the teachers after that."

If there is any question about the plan, the reviewer gets the school superintendent on the telephone and asks him for revisions or supplementary materials. The plan is held until the requirements are met or the

matter is negotiated on another level.

Hundreds of school officials have come to Washington to negotiate or protest. School superintendents from some areas have thundered at the agency for being "arbitrary" or "confused."

"One of our major problems is communications," one worker said. "They say they don't know what we're talking about, and there is a certain amount of confusion."

Heading the agency is a 33-year-old lawyer, David S. Selley a former Peace Corps official in Nigeria, a graduate of Yale Law School and a holder of an education certificate from Harvard.

Mr. Selley, who is said to be one of the most harassed men in Washington, was told when he took the job:

"If you end up without making enemies you will not have done a good job."

Both school officials and civil rights leaders say that Mr. Selley has been consistently frank about what the agency is attempting to accomplish: as much desegregation as possible in the shortest length of time.

New York Times

7/11/65



July 27 1965

File EEOC 12

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

PERSONNEL LISTING - FISCAL YEAR 1966

GRADE	DESCRIPTIVE OPERATING TITLE	POSITIONS	TOTAL SALARY
<u>Office of the Chairman</u>			
Stat.	Chairman	1	\$ 27,500
Stat.	Commissioner	4	103,000
GS-17	Special Assistant to the Chairman	1	22,945
GS-17	Public Affairs Officer	1	22,945
GS-16	Congressional Liaison Officer	1	20,945
GS-15	Information Specialist	1	17,600
GS-14	Information Specialist	1	15,150
GS-14	Special Assistant to the Commissioners	4	60,600
GS-12	Private Secretary	2	21,920
GS-11	Secretary	1	9,240
GS-9	Secretary	5	38,550
GS-7	Secretary	7	45,150
GS-6	Clerk	1	5,875
GS-5	Clerk	1	5,330
GS-4	Clerk	2	9,560
Sub-total		33	431,310
<u>Office of the Executive Director</u>			
GS-18	Executive Director	1	24,500
GS-17	Deputy Director	1	22,945
GS-14	Special Assistant	1	15,150
GS-11	Administrative Assistant	1	9,240
GS-7	Secretary	2	12,900
Sub-total		6	84,735
<u>Liaison Staff</u>			
GS-16	Liaison Officer	1	20,245 ✓
GS-15	Liaison Specialist	2	35,200
GS-6	Clerk	1	5,875
GS-5	Clerk	1	5,330
Sub-total		5	66,650
<u>Program Review Staff</u>			
GS-16	Chief	1	20,245 ✓
GS-13	Program Analyst	1	12,915
GS-6	Clerk	1	5,875
Sub-total		3	39,035

18935



GRADE	DESCRIPTIVE OPERATING TITLE	POSITIONS	TOTAL SALARY
-------	-----------------------------	-----------	--------------

Office of General Counsel

GS-18	General Counsel	1	\$ 24,500
GS-16	Deputy General Counsel	1	20,245
GS-14	Senior Attorney	2	30,300
GS-11	Junior Attorney	2	18,480
GS-7	Clerk	1	6,450
GS-6	Clerk	1	5,875
GS-5	Clerk	1	5,330
GS-4	Clerk	1	4,780

Sub-total

10

115,960

Office of Research

GS-17	Chief	1	22,945
GS-16	Chief, Technical Studies	1	20,245
GS-15	Chief, Reports Section	1	17,600
GS-14	Senior Research Analyst - <i>115</i>	1	15,150
GS-14	Reports Analyst	1	15,150
GS-12	Research Analyst <i>[Transfer]</i>	1	10,960
GS-11	Research Analyst	1	9,240
GS-9	Trainee - <i>Reports</i>	1	7,710
GS-7	Clerk	1	6,450
GS-6	Clerk	1	5,875
GS-5	Clerk	1	5,330
GS-4	Clerk	2	9,560

Sub-total

13

146,215

Office of Compliance

GS-18	Director	1	22,945
GS-16	Chief, Conciliation	1	20,245
GS-15	Chief, Investigations	1	17,600
GS-15	Senior Conciliation Specialist	1	17,600
GS-15	Chief, Analysis and Advice	1	17,600
GS-14	Senior Compliance Specialist	1	15,150
GS-14	Training Specialist	1	15,150
GS-13	Conciliation Specialist	1	12,915
GS-12	Compliance Specialist	2	21,210
GS-12	Case Analyst	2	21,210
GS-7	Clerk	1	6,450
GS-6	Clerk	2	11,750
GS-5	Clerk	3	15,990
GS-4	Clerk	3	14,340

Sub-total

21

230,155

*Ch. Comm  
in Special  
Council when*

*Investing  
in Compliance*

GRADE	DESCRIPTIVE OPERATING TITLE	POSITIONS	TOTAL SALARY
-------	-----------------------------	-----------	--------------

Office of Technical Assistance

GS-17	Chief	1	\$ 22,945
GS-16	Chief, Education Programs	1	20,245
GS-16	Chief, Technical Assistance Programs	1	20,245
GS-15	Senior Education Program Specialist	1	17,600
GS-15	Liaison Specialist	2	35,200
GS-14	Education Program Specialist	1	15,150
GS-14	Technical Advisor	1	15,150
GS-13	Technical Advisor	1	12,915
GS-7	Clerk	2	12,900
GS-6	Clerk	2	11,750
GS-5	Clerk	1	5,330
GS-4	Clerk	1	4,780

Sub-total

15

194,210

Office of Administration

GS-15	Administrative Officer	1	17,600
GS-14	Deputy	1	15,150
GS-14	Personnel Officer	1	15,150
GS-14	Budget Officer	1	15,150
GS-13	Placement Officer	1	12,915
GS-13	Principal Budget Analyst	1	12,915
GS-13	Management Analyst	1	12,915
GS-13	Chief, Administrative Services	1	12,915
GS-12	Administrative Assistant	1	10,960
GS-12	Chief, Fiscal Services	1	10,960
GS-11	Personnel Assistant	1	9,240
GS-5	Clerk	1	5,330
GS-2	Messenger/Messenger	2	7,860

Sub-total

14

159,060

Field Offices

GS-16	Regional Director	6	121,470
GS-14	Senior Field Representative	9	136,350
GS-13	Field Representative	12	154,980
GS-12	Field Representative	13	197,280
GS-6	Clerk	6	35,250
GS-4	Clerk	6	28,680
GS-3	Clerk	13	55,575

Sub-total

70

729,585

COPY

July 26, 1965

MEMO TO DAVE FILVAROFF

FROM JOHN STEWART

Just a brief note to say that the boss called me on the phone to say he very much wants to address the EEOC Conference and to host a reception for the participants. I gather you will be following up with Bill on this matter.



COPY

July 28, 1965

Dear Mr. Chairman:

I am writing to you in my capacity as Chairman of the President's Committee on Equal Employment Opportunity.

As you know, with the advent of the Equal Employment Opportunity Commission, we have been examining a variety of proposals to eliminate duplication of functions and responsibility and to coordinate the Federal Government's equal employment opportunity program more effectively.

Although this examination is not yet concluded, I can communicate to you our intention to seek from the Congress direct appropriations to support these activities relating to equal employment opportunity regardless of the form this coordination may assume. Until we reach specific decisions on these matters, however, it would be most helpful if we could secure the cooperation of the Committee on Appropriations in sustaining the activities of the President's Committee through agency contributions. This would be for a period of time not to exceed the first quarter of fiscal year 1966.

Sincerely,

Hubert H. Humphrey

The Honorable Willis A. Robertson  
Committee on Appropriations  
United States Senate  
Washington, D.C.

COPY

July 28, 1965

Dear Mr. Chairman:

I am writing to you in my capacity as Chairman of the President's Committee on Equal Employment Opportunity.

As you know, with the advent of the Equal Employment Opportunity Commission, we have been examining a variety of proposals to eliminate duplication of functions and responsibility and to coordinate the Federal Government's equal employment opportunity program more effectively.

Although this examination is not yet concluded, I can communicate to you our intention to seek from the Congress direct appropriations to support these activities relating to equal employment opportunity regardless of the form this coordination may assume. Until we reach specific decisions on these matters, however, it would be most helpful if we could secure the cooperation of the Committee on Appropriations in sustaining the activities of the President's Committee through agency contributions. This would be for a period of time not to exceed the first quarter of fiscal year 1966.

Sincerely,

Hubert H. Humphrey

The Honorable Willis A. Robertson  
Committee on Appropriations  
United States Senate  
Washington, D.C.



COPY

July 24, 1965

MEMO TO BILL CONNELL

FROM JOHN STEWART

cc: Dave Filvaroff  
Pat Gray

In your absence, the Vice President called me to note that he wants to be sure he speaks at the August Conference of the Equal Employment Opportunity Commission, now scheduled for August 17 and 18. He also wants to host a reception for the participants in the Conference at the Department of State reception room.

July 23, 1965

MEMORANDUM TO THE VICE PRESIDENT  
FROM JOHN STEWART

cc: Wiley Branton  
Dave Filvaroff  
Ben Segal

I would like to attempt to summarize my thoughts concerning the location of the government contract compliance program authority vis-a-vis the Council on Equal Opportunity and the Equal Employment Opportunity Commission.

1. We must avoid a situation where you and the Council are vested with the responsibility for the contract compliance program, but where FDR, Jr. has the operating authority. This is, in essence, the proposal which Roosevelt was making to you this morning. Under this arrangement, the responsibility for the contract compliance program is vested in the Council and perhaps redelegated to a task force of the Council. The Chairman of the EEOC would serve as operating head of the program, reporting to the Council. The rub, however, is the staff and the funds for the contract compliance program would flow through the Commission and be under the control of the Chairman of the Commission.

2. The principal alternative to this arrangement, one which would be far more acceptable, would be to attempt to devise some scheme whereby both authority and responsibility would rest with the Commission. With this accomplished, the Commission would have the same relationship to the Council and the Vice President that all other civil rights bodies now have. Namely, there is no illusion about the responsibility of Title VI resting with the individual agency, yet the Council is providing a useful coordinating function. This should be the same posture which the Council assumes vis-a-vis employment.

3. One possible way this might be accomplished is to establish within the Commission a special committee on government contract compliance. This committee would be chaired by the Chairman of EEOC, and on the committee would sit the principal federal agencies concerned in this area, namely, those now on the President's Committee. There would also be established within the Commission structure a special office of government equal opportunity programs. The advantage to this approach would be that it bests both authority and responsibility within the Commission and also provides some institutionalized basis for the various agency heads to participate in the administration of the program. I doubt whether any agency head would be willing to relinquish his authority to Mr. Roosevelt and would insist on some participating role, similar to the one he

would have if the contract compliance program went to the Council.

I imagine the four other EEOC Commissioners would not participate in this special committee of the Commission dealing with government contracts. That would then serve to protect the authority of the respective agencies from outside interference.

4. If this approach were adopted, the Chairman of the Commission would then serve as the principal link between the government contract compliance program and the Title VII compliance program. There would be no problem about meshing the respective staffs and reporting requirements. It would also provide some greatly reduced expenditures than under the present arrangement.

5. If such an arrangement could be sold to the civil rights groups, the White House, members of Congress, and the agencies involved, I would see no reason why we should have any objections. Incidentally, we could seek to establish Plans for Progress on a separate basis, perhaps even secure a charter of incorporation for Plans for Progress. The Vice President could serve as Chairman of the Plans for Progress group, the group could seek its own appropriations from Congress, and remain quite outside the EEOC, government contract compliance situation.



Js/ep/EEOC  
COPY

July 22, 1965

MEMORANDUM TO N. THOMPSON POWERS

FROM JOHN STEWART

In the dozens of applications forwarded to you from the Vice President's office, two would appear to warrant some greater consideration.

Ralph Creger, of Little Rock, Arkansas, has made the greatest efforts to secure a position with the EEOC. It is my general impression that his talents could be utilized most effectively in general community relations and conciliation work. He is a progressive civil rights advocate who stood up to be counted throughout the Little Rock crisis, and thereafter. He appears to have the respect of many Southern moderates.

Harold Braverman is currently on the staff of the Anti-Defamation League in New York City. He appears to have an extensive background in inter-group relations and human rights work. I think he would be a valuable addition at some second-level position. I hope the appropriate persons in the Commission can take another look at these two gentlemen.

COPY

July 22, 1965

Dear Bob:

So glad to learn of your new assignment. I can only say that the EEOC is indeed lucky to have you guiding the very difficult and challenging task of keeping the public, not to mention the government, informed of Title VII enforcement and implementation activities.

Please send my very best wishes to Barbara and the family. I look forward so much to working with you in this important new assignment.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Robert L. Gale  
Director  
Office of Public Affairs  
Equal Employment Opportunity Commission  
Washington, D.C. 20506





EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506



July 15, 1965

The Honorable Hubert H. Humphrey  
Vice President of the United States  
Washington 25, D. C.

Dear Mr. Vice President:

This is just a note to let you know that I have left the Peace Corps and am now the Director of Public Affairs for the new Equal Employment Opportunity Commission. I look forward to working in the civil rights field with Mr. Roosevelt and members of your staff.

Barbara and the children have gone off to California to visit her mother for the summer, so I can devote more then full time to the new Commission!

Sincerely,

*Bob*

Robert L. Gale, Director  
Office of Public Affairs



THE LIBRARY OF CONGRESS

WASHINGTON 25, D. C.

[July 26, 1965]

LEGISLATIVE REFERENCE SERVICE

*File  
Civil Rights*

THE NATIONAL URBAN LEAGUE

A Draft Prepared According to the Instructions of  
Vice President Hubert H. Humphrey

The attached has been prepared for the personal use of  
the Member requesting it in conformance with his direc-  
tions and is not intended to represent the opinion of  
the author or the Legislative Reference Service.

Paul Downing  
Analyst in American National Government  
Government and General Research Division  
July 26, 1965

## THE NATIONAL URBAN LEAGUE

Various organizations providing social services for Negroes in New York City merged themselves in 1910 into the Committee on Urban Conditions Among Negroes. The purposes of the Committee were: (1) to coordinate social services; (2) to investigate urban conditions of Negroes; (3) to provide for the training of Negro social workers; (4) to undertake new social services among Negroes whenever necessary. <sup>1.</sup>

The Committee in 1911 merged with two older groups, the Committee for Improving the Industrial Conditions of Negroes, and the National League for the Protection of Colored Women, to form the National League on Urban Conditions Among Negroes. <sup>2.</sup>

From its inception, the National Urban League has undertaken to assist Negroes moving into cities. Recognizing that lack of industrial training and racial prejudice on the part of labor unions and employers were the roots of the Negro's problems, <sup>3.</sup> the League has attempted to foster vocational guidance, job placement at highest levels of ability, and widening employment opportunities. The League has also furthered programs to improve housing, health education, and recreation. <sup>4.</sup>

The League has given tremendous impetus to the idea of interracial meeting of minds and cooperation. The League board of control in each city where it is established is composed of white and colored members. <sup>5.</sup> And the League proceeds on the conviction that prejudice can be nullified by persuasion and demonstrated ability. <sup>6.</sup>

Footnotes

1. National Urban League, A Quarter Century of Progress In the Field of Race Relations, 1910-1935, p. 2 [pp. unnumbered]
2. Ibid.
3. Ibid., p. 1-2, 10.
4. National Urban League, 40th Anniversary Yearbook, 1950, Dedication.
5. National Urban League, A Quarter Century, op. cit., p. 4.
6. National Urban League, 40th Anniversary, op. cit., p. 8.

July 29, 1965

JS/ep/Econ. Opp. Council

MEMO TO THE VICE PRESIDENT

cc: Hyman Bookbinder

FROM JOHNSSTEWART

As I noted to you during the Economic Opportunity Council meeting, you are Chairman of the Cabinet Committee on Employment which recommended to the President the Youth Opportunity Campaign. In the President's original charge to you, he expressed his concern about linking job opportunities to the various job training and vocational training programs functioning with Federal assistance.

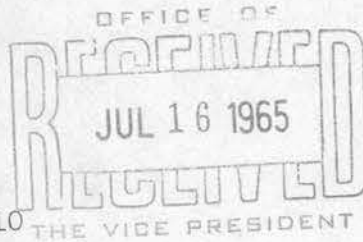
It occurred to me that you might want to convene another meeting of the Cabinet Committee to look at this problem. I gather there are steps being taken to meet this problem, but I am also positive more could be done. Following a meeting of the Cabinet Committee, a task force group of staff members could be put together to compile existing activities and make other recommendations. This report could then be given to the President and the Economic Opportunity Council.





DEPARTMENT OF THE ARMY  
WASHINGTON 25, D.C.

IN REPLY REFER TO:



14 JUL 1965

The Vice President  
United States Senate  
Washington, D. C. 20510

Dear Mr. Vice President:

Inclosed is a copy of the June 1965 report on status of complaints under the Equal Employment Opportunity Program for the Department of the Army.

Sincerely yours,

*Stanley R. Resor*  
Stanley R. Resor  
Secretary of the Army

1 Incl  
Cy Jun 1965 report

Reporting Organization Employment Policy Officer, OUSA, Department of the Army

• In-House

I. During Month of June 1965	<u>Total</u>
A. Cases in Process Within Reporting Organization As of the End of the Previous Month	38
B. New Cases Received	11
C. Returned by President's Committee for Additional Information	0
D. Cases Submitted to President's Committee	13
E. Cases in Process Within Reporting Organization As of the End of the Present Month	36
F. Net Change in Cases in Process (+ or -)	-2
G. Cases Closed by President's Committee	13

II. Status of Cases in Process Within Reporting Organization As of the End of the Present Month	<u>Total</u>	<u>Less Than 30 Days</u>	<u>30 Days or More</u>
A. Under Initial Investigation	23	5	18
1. Hearing Requested by Complainant	3	0	3
2. Other	20	5	15
B. Under Review by Employment Policy Officer	13	3	10
C. Returned by President's Committee for Additional Information	0	0	0

COPY

July 1, 1965

Dear Mr. York:

The Vice President has asked me to respond to your recent letter. We are referring your inquiry to the Equal Employment Opportunity Commission, and they should be in touch with you shortly.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. Oscar H. York  
3546 West 27th Street  
Los Angeles, California 90018

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity

WASHINGTON, D. C.

July 2, 1965

*File*

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT

FROM: WILEY A. BRANTON

1. Civil Rights Fall Conference: John Stewart, Dave Filvaroff and Hyman Bookbinder met with Dick Goodwin, Lee White and Pat Moynihan to discuss arrangements for the Fall Conference "To Fulfill These Rights." The Council will have substantial responsibilities for preparing for the Conference. We are in the process of making arrangements for personnel and other logistics to do the job effectively. The first activity planned is a series of conversations with knowledgeable persons whose views would be helpful in determining the scope and operation of the Conference. Tentative scheduling has the Conference set to open November 15. A series of task forces will be appointed to work in depth on various relevant problems over the summer.
2. Mississippi Federal Court Vacancies: I have received several calls from people who are interested in the vacancy on the U.S. District Court from the Southern District of Mississippi and the vacancy in the fifth circuit to which Governor Coleman was recently appointed. Most of those concerned have expressed interest in getting somebody appointed to the district court who would conscientiously uphold the law in civil rights matters and there have been some protests against Governor Coleman's appointment. I have suggested that recommendations for any vacancy be referred to the President and the Attorney General and have discouraged attempts to meet with you on this issue. This might be an appropriate time to have a good person appointed to the district judgeship as part of a package deal involving Coleman's appointment.
3. NAACP Convention: I was the principal speaker Wednesday night for the annual youth program of the NAACP convention. I conveyed your best wishes and put an end to the rumor that you might appear at the convention. I reaffirmed the intent of the Government to end discrimination and to work for equal opportunity in fact. Because of the attacks made on the poverty program by Herbert Hill, I encouraged the youth

to involve themselves actively in the poverty program. I explained that there would be flaws in any new program and that there was an opportunity for people to get into the program and make it the kind of program it ought to be. The general audience reaction to my speech was extremely good.

4. PCEEO: Hobart Taylor has informed all the members of the PCEEO that the Committee will be abolished and has not fully informed them that the functions will be continued through the Council and the EEOC. This merits considerable concern as many people wonder what will happen to the contract compliance program and makes it necessary that the Executive Order be issued at an early date to relieve doubt. However, some Southern members of the Senate Appropriations Committee have again been attempting to prevent financing of the PCEEO operations by agency contributions and it will be necessary to explore the full implications of this before the Executive Order is issued. We will attempt to do this early next week and at the same time consider whether changes should be made in the Order. In the meantime, of course, we have temporarily put a "stop" on the Order.

5. Alabama -- Office of Civil Defense: The Director of the Office of Civil Defense wrote the Alabama Director on June 25 that if a statement of compliance were not submitted, financial assistance would not be extended. No response has been received as yet although several local Alabama districts have submitted compliance statements. The Office of Civil Defense has put out an excellent guidebook on non-discrimination in the Civil Defense program which we are recommending as a model for all Federal agencies.

6. Urban Task Force Meeting of Private National Organizations: National Civil Rights organizations and agencies were well represented at this meeting held June 28 to discuss communication across racial and class lines, involvement of the poor in the poverty program and techniques for stimulating organization programs for this summer and the future. Members of the Council staff participated in the sessions.

7. Philadelphia, Pennsylvania: Relations between pickets around Girard College and police have worsened; while the only articulated Negro demand is a change in Girard College's restrictive admission policy which the Community Relations Service is trying to arrange, the resolution of the Girard issue will probably bring only a temporary recession of tension in the community. Riots were predicted for last weekend, but did not materialize.



EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity

WASHINGTON, D. C.

July 30, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT

FROM : WILEY A. BRANTON

*WAB*

1. Title VI.

Title VI - Alabama: It appears that the Alabama Civil Defense Director has been ordered by the Governor not to sign a statement of compliance pending a decision in the Bessemer case. This is the first case in which the power to cut off (as opposed to deferring or refusing to grant) funds under Title VI may be used. Based on last year's figures, about \$1,923,959, including the estimated cost of U.S. surplus property, is involved. After coordination with Council staff, the Office of Civil Defense on July 28 sent a notice of hearing to the Alabama Civil Defense Director advising him that the Alabama Department of Civil Defense had failed to comply with DOD and OCD Title VI Regulations, that every reasonable effort had been made through informal and voluntary means to correct this noncompliance, and that the matter has been set for a hearing before the Director of OCD on August 25. Until the completion of the hearing process, the Alabama OCD will continue to receive Federal funds.

Public notice of this hearing may give rise to inquiries regarding other action contemplated by the Federal Government to enforce compliance by other recalcitrant agencies in Alabama and elsewhere. The Office of Education is preparing a letter to noncomplying school districts which will have the effect of noticing hearings to terminate assistance; this step has not yet been approved by the Secretary. In the meantime, we are trying to get HEW to make its basic enforcement decisions with respect to Title VI programs and the enforcement of HEW Labor merit standards. We may have to ask you to contact Secretary Celebrezze directly to get action. We will keep you advised.

Title VI Hearing Examiner Training Program: This week the Civil Service Commission is conducting a week-long training program for 25 Hearing Examiners on loan from Government agencies who will hear cases under Title VI. I spoke to this group on Monday.

Title VI Coordination: The coordinated Title VI enforcement procedures for hospitals which delegate certain Title VI

functions to HEW have been given final approval by the concerned agencies. A letter to Secretary Celebrezze asking him to authorize implementation of the plan at HEW and to advise you of his decision is being prepared for your signature.

2. Housing Order and Application of the Executive Order on Employment to Federal Depository Banks.

Earlier this week Dave Filvaroff spoke to Secretary Fowler's assistant who said he understood the Secretary to have reacted affirmatively to achieving the effect of extending the Executive Order on Housing by individual agency action and to the application of the employment order to Federal depository banks. We have not been pushing too hard on the application of the employment order to avoid upsetting chances of approval of the housing order. We will be in further touch with Treasury and will keep you informed.

3. EEOC.

As of July 27, the Commission had received 239 complaints, 57 of which are definitely to be considered for investigation by the Commission. The NAACP has filed complaints against several large companies with Southern facilities such as DuPont, General Motors, Kaiser Aluminum, A&P, and the Southern Railway System.

4. Fair Housing Ordinance, Oak Ridge, Tennessee.

With the encouragement of the Community Relations Service, the President's Committee on Equal Opportunity in Housing, and the Atomic Energy Commission, the Oak Ridge City Council passed a Fair Housing Ordinance to prohibit discrimination in rental housing in the city. This is considered to be the first fair housing ordinance passed in the South.

5. Voting Rights Act.

In anticipation of the passage of this Act, the Civil Service Commission will conduct a three-day training course beginning August 4 for Commission staff who will have responsibilities under the Act.

6. Disbanding of Negro Organizations.

On Wednesday at Hot Springs, Arkansas, I spoke at the convention of the American Teachers Association, a predominantly Negro organization of teachers in the Southern States.

They voted to disband and merge with the integrated National Education Association, effective in one year.

Also in Hot Springs, the National County Agents Association, made up of Negro County farm agents from the South, voted to disband following their meeting because of the new integration policy of the Department of Agriculture. There is no complementary organization of whites so there will be no merger.

#### 7. Fall Conference.

Our preliminary meetings with various academic types are now about over and we are having a session to begin hard planning on administrative and substantive details. We hope to be able to get some additional clarification of assignment of responsibility as well.

#### 8. Survey of the Current Status of Civil Rights Activity.

We are developing a plan for surveying all agencies as to the current status of civil rights activities and will shortly make appropriate requests to the agencies for relevant information.

#### 9. Bogalusa.

At the request of the Bogalusa Voter's League, the Community Relations Service (CRS) has agreed to serve as moderator at a meeting between the Mayor and City Council, and the League to discuss grievances. The Mayor has given a modified agreement, but talks have been postponed because of the court cases being heard this week in New Orleans.

GSA and the President's Committee have notified Crown Zellerbach that no future contracts can be awarded until a clear agreement has been reached on reform of its employment practices at the Bogalusa facility. Company officials, at a meeting in Washington today with GSA and the President's Committee representatives, tentatively agreed to merge the separate Negro and white seniority systems so that Negroes can be promoted without loss of seniority rights. Company officials will examine their Bogalusa facility to see how this plan can be implemented and will meet again with Government officials on August 17. No public announcement of this agreement has been made.

The CRS National Citizens Committee has met with chain store executives with outlets in Bogalusa and Selma to

encourage them to take a leadership role in fair employment in these communities and elsewhere in the South. CRS has assurances that other independent merchants will follow such a lead. NASA has hired 300 members of minority groups from Bogalusa and several areas of Mississippi for temporary work under the Youth Opportunity Campaign at the NASA Mississippi test facility.



EXECUTIVE OFFICE OF THE PRESIDENT

President's Council on Equal Opportunity

WASHINGTON, D. C.

*File*  
August 13, 1965

CIVIL RIGHTS

MEMORANDUM TO: The Vice President

FROM : Wiley Branton

1. Title VI - Civil Rights Act of 1964.

Schools: The Office of Education will be sending letters to all school districts that have not submitted assurances of compliance setting a deadline for the furnishing of such assurances. In accordance with the memorandum we sent you last week, these letters will probably go out on Monday, August 16. The Office of Education estimates that at least 75 percent of the voluntary desegregation plans now on hand will be in acceptable form by the end of the month. The Office of Education is also continuing to send staff members into the field to negotiate plans and to send out informational materials, including sample plans, to school districts.

Alabama: A memorandum was sent by you to the President on Thursday, August 12, informing him that the Departments of Agriculture, Health, Education, and Welfare, and Labor are prepared to give notice of hearing to Alabama officials on their refusal to give Statements of Compliance for public assistance programs, agriculture programs, and merit standards programs. These notices will go out unless the White House indicates some desire that they not be sent at this time. HEW and Labor would like to send notices on Monday, August 16, and the Department of Agriculture would like to wait until the end of the week or until the farm bill is disposed of.

2. Executive Order on Employment.

The final draft of the short form of the Executive Order abolishing the President's Committee has been sent to the White House with a memorandum from you. We are now awaiting their word. It is extremely important that this Order be issued in advance of the Title VII EEOC Conference next week.

3. Public Meetings on the Voting Rights Bill in the South.

The Commission on Civil Rights proposed to sponsor public meetings in Alabama, Mississippi, and Louisiana to explain the Voting Rights Act of 1965 to voter registration officials and the general public, but there is some disagreement from the



Department of Justice. The Council invited the Attorney General, John Doar, Governor Ellington, and John Macy to meet at the Council offices with William Taylor and Howard Glickstein (General Counsel, Commission on Civil Rights) today, August 13. Each of the invitees attended. The heads of other agencies were opposed to the proposal advanced by the Commission on Civil Rights because they feel real progress is being made and that such meetings would unduly antagonize the situation. Bill Taylor agreed to convey these views to the Civil Rights Commission.

The Council had originally received a request that you call this meeting yourself, but I felt that this was what you have us for and I thought you would be pleased to know that we conducted such a high-level meeting without you.

#### 4. Government Policy on Gathering Racial Data.

I attended a meeting on Wednesday sponsored by the Bureau of the Budget for representatives of all Government agencies to discuss the desirability of formulating a specific Government policy concerning the inclusion on forms of items pertaining to race, color, religion, and national origin. I had also previously discussed this matter with the Council coordinators. The consensus of both these groups was that some policy should be formulated because of the need for such information in checking the effectiveness of equal opportunity programs and other Government programs. A study is now being undertaken to provide safeguards against the possible discriminatory use of such information.

#### 5. Los Angeles Trip.

I will be speaking in Los Angeles on Monday, August 16, at the Social Action Luncheon for the Delta Sigma Theta Sorority. The invitation was extended to me after you found it impossible to accept their invitation. This is a very active group in the social action field and includes, among others, Dorothy Height, Dr. Jeanne Noble, Dr. Geraldine Wood, and Ambassador Patricia Harris. I also plan to speak that night at the annual convention of the Postal Alliance.

Because of the intense racial problems which have developed suddenly in Los Angeles, I have informed the Community Relations Service of my proposed trip and will be in touch with their conciliator as soon as I arrive.

6. Voting Rights Bill Implementation.

In the nine counties where Federal registrars have been registering voters, the number of Negroes registered in the past few days is more than the total which had previously been registered in those areas. The Civil Service Commission has received excellent cooperation from local officials; there has been no violence and only a few minor incidents.

OFFICE OF ECONOMIC  
**OPPORTUNITY**

EXECUTIVE OFFICE OF THE PRESIDENT  
WASHINGTON, D.C. 20506

*File*  
*Economic Opportunity Council*  
AUG 31 1965

Honorable Hubert H. Humphrey  
The Vice President  
United States Senate  
Washington, D. C.

Dear Mr. Vice President:

I am enclosing a copy of the Abstract of Minutes of the July 29th meeting of the Economic Opportunity Council, together with a copy of Dr. Joseph Kershaw's remarks.

The next meeting of the Council is scheduled for Tuesday, September 28, 1965, at 10:00 a.m. While your office indicated that your plans were uncertain for late September, I thought we had better proceed at this time because two months already will have elapsed since the last Council meeting.

In any event, I will be sending you the Agenda for the meeting after the Interagency Staff Group for the Council has made its report. I hope you can be with us.

Sincerely,

Sargent Shriver  
Director

Enclosures

# OFFICE OF ECONOMIC OPPORTUNITY

EXECUTIVE OFFICE OF THE PRESIDENT  
WASHINGTON, D.C. 20506

## ECONOMIC OPPORTUNITY COUNCIL ABSTRACT OF MINUTES OF MEETING - JULY 29, 1965

The Council's meeting was held in the Fish Room of the White House at 10:30 a.m., July 29, 1965. After calling the meeting to order, Mr. Shriver introduced the Vice President.

The Vice President emphasized the great potential of the Economic Opportunity Council as a force for achieving the coordination of anti-poverty efforts by all segments of the Federal government. He asked the Council to entertain a fresh and frank exchange of ideas and problems; to utilize the multitude of Federal economic and social programs in a comprehensive, effective, and sensible manner; and to make a realistic evaluation of the relative merits of each program in the government's total war against poverty.

The Vice President stressed that all programs, no matter how long established or popular, should be considered as within the realm of re-evaluation. He said it was his hope that the Council could be the vehicle to carry forward this program of evaluation; to assess, discuss, and arrive at value judgments of what the government was or should be doing; and to bring to bear all the combined resources of government on particular problems or areas.

Secretary Wirtz, commenting on the Vice President's remarks, said that he believed the Council should participate more fully in matters involving intra-governmental cooperation. He noted that, while there was excellent interagency work at the staff level, he would welcome the opportunity for Council members, themselves, to play a greater role in actual policy coordination. Mr. Shriver concurred and asked if Council members wished to regularize their meetings on the order of once a month. It was agreed to circularize the members to ascertain if a specific time could be agreed upon for regular meetings.

Mr. Shriver then introduced Dr. Joseph Kershaw, Director of OEO's Office of Research, Plans, Programs, and Evaluation, who discussed National Anti-Poverty Planning. A copy of Dr. Kershaw's remarks is attached.

In the general discussion which followed, Mr. Capron, responding to a question by Mr. Weaver, emphasized that OEO's program review would not duplicate that of the BOB. Dr. Kershaw added that OEO's concern was solely with the poverty aspect of Federal programs, not with their more general application.

Secretary Wirtz, referring to the Matrix discussed by Dr. Kershaw, asked about the relationship between the human problems of job opportunities and training on the one hand, and the economic questions of structural employment on the other. Both Dr. Kershaw and Mr. Eckstein agreed that a distinction between the two areas should not be drawn along agency functional lines; and that as Labor and OEO improved their training and education programs, they should also be interested in and be a spokesman on economic questions of general employment and job creating policies.

Answering Mr. Eckstein, Dr. Kershaw emphasized that the basic purpose of the planning Matrix be discussed, was to actually measure the relationship and effectiveness of Federal programs in moving particular groups of the poor out of poverty; it was not simply to classify programs and poverty groups.

Mr. Shriver then asked Secretary Wirtz to report on the Youth Opportunity Campaign. Secretary Wirtz said the YOC was one of this year's great success stories, costing the government almost nothing and stimulating private business to create nearly 800,000 jobs. He noted that they hoped to follow the youngsters who participated in this year's program to ascertain what happened to them after the summer is over, and to plan in advance for next year's program. Secretary Wirtz also reported that the Neighborhood Youth Corps had far surpassed its original goal, having enrolled almost 300,000 youngsters in projects since January 1, 1965.

Under Secretary Collins, commenting upon Commerce's efforts in the YOC,, added that he was greatly impressed with the way businessmen responded to the President's call. Governor Collins felt that private business would undertake pre-apprenticeship training programs without special tax considerations. He stressed that the government should take advantage of its ability to stimulate businessmen to assume leadership positions in their communities, and illustrated some of the efforts of the Community Relations Service in this regard. He noted that businessmen will react more willingly to requests for their voluntary support, than to government pressure for participation in programs.



Mr. Shriver agreed with Governor Collins, noting the very successful involvement of private industry with the Job Corps. The Vice President added that private business could also give youngsters, enrolled in training programs, a greater sense of identification and pride.

The Vice President also commented upon the individual human interest stories related by members of the Council to illustrate particular discussion points. He asked Council members if they could not emphasize this side of their employment and training programs, as well as the statistical side. He pointed to the great reservoir of willingness to help which existed in the business community, as evidenced by the unexpected extent of business participation in the Summer Youth Opportunity Campaign. He suggested that this reservoir be tapped by appealing to the businessman's sense of social welfare with stories of human interest, rather than by use of sterile tabulations of poverty data. Mr. Shriver asked that the public affairs directors of the various agencies get together and compile stories and anecdotes of particular human interest. He requested that OEO's Director of Public Affairs contact his counterparts in other Federal agencies to arrange for an interchange of this kind of information.

Mr. Shriver then called upon Mr. Sweeney for a brief report on the newly created Appalachian Regional Commission. Mr. Sweeney summarized the Commission's progress in letting highway contracts and breaking ground for construction. He voiced the hope that his Agency could work closely with other members of the Council in the Appalachian Region.

A general discussion then followed concerning the need for coordinating training, education, and welfare programs for the families of the men who would be involved in the temporary road building program authorized by the Appalachian Act. It was noted that the Appalachian Program was, in one sense, a test case for other regions of the country. It was, therefore, doubly important for the government to coordinate all other Federal programs which could be utilized in this area as well as making full use of the resources of the Commission. In response to the Vice President's suggestion, Mr. Shriver asked Dr. Kershaw if he could meet with Mr. Sweeney to accumulate data about Federal programs and resources which might be available for the Appalachian region, and to analyze the impact of these combined programs on Appalachian poverty.

Mr. Shriver concluded the meeting by requesting Council members to contact Dr. Kershaw if they had any additional suggestions to make concerning his remarks to the Council. Mr. Shriver also asked Council members to inform Lisle Carter's office of any items which they believed should be included on the Agenda for future Council meetings.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Lisle C. Carter, Jr.", written in a cursive style.

Lisle C. Carter, Jr.  
Executive Secretary  
Economic Opportunity Council

Enclosure

Statement before the Economic Opportunity Council Meeting - July 29, 1965

Joseph A. Kershaw  
Assistant Director  
Office of Economic Opportunity

With your forbearance, gentlemen, I want to speak to you this morning for just under 20 minutes. I want to spend a few moments on where we have been since the beginning of the poverty program but devote most of my time to our plans for the future. I will be speaking about the general war on poverty, not limited to the activities of the OEO programs or of the delegated programs. As I am sure you all know, Section 611 of the Economic Opportunity Act charges the Director with assisting the President in coordinating the overall war on poverty, and it is to that responsibility that my remarks will be addressed, except for my quick review of the OEO's brief history.

At the close of fiscal 1965, we had been able effectively to obligate all of our 1965 appropriation for constructive programs. All of the programs in the Act, both in-house and delegated, were under way and a number of them have made a significant impact on the social scene in the United States. In fiscal 1966 the President is asking for a \$1.5 billion dollar budget for OEO. This has been called in the public press a doubling of the 1965 appropriation. Such a designation seems misleading to me since in 1965 we had \$800 million for only about eight months, and in addition of course we built up from a level of zero. The effect of these two qualifications is that the \$1.5 billion for 1966 will in fact support us at more or less the level at which we are operating now.

There will be no expansion, there will be no new programs, there will be no major innovations. Rather, we will be spending the year perfecting the administration of what we have already started, ironing out the bugs, and making the programs work generally better.

What we have achieved up to now is I think not inconsequential. There is no doubt whatever that the programs that have been instituted are popular with the poor. Just how popular they are on the Hill we will know better in the next few weeks as our bill and our appropriation go through their endless and tedious motions. Popularity, of course, does not mean effectiveness or efficiency and we do not hold that it does. We have not as yet done the evaluation that we need to do and I will discuss this in a few moments.

But there has been lots of activity. We have made some real coups, I think, and high among these I would put Head Start which has been so very well received and which was conceived in such a highly imaginative fashion. The installation of a program of this size in the short space of time available must be regarded as something of a record. But we have our problems as well, which you can read about most days in the press.

But now I should like to turn to the future. We are using the 1967 fiscal year as a vehicle for making our recommendations about the overall war on poverty. This means that we need to have these recommendations in hand by the coming fall, a short two months away. In general our responsibility is to recommend to the President an overall program for a war on poverty that is based on as systematic an analysis as we can make of the

relative effectiveness of different aspects of different programs. Through cost effectiveness analyses and otherwise we want to determine a package of programs which will yield a maximum amount of poverty reduction for a given input of resources. We hope to be able to recommend to the President optional budget levels, each of which will yield the greatest amount in social welfare for the specified budget level, so that he may choose among these with some assurance that whatever his choice he is buying as much as he can for the given input of resources. I should make it clear that we don't delude ourselves that we can really behave in as systematic a fashion as all this, at least until considerable time has passed. This year, however, I am hopeful that we will be able to make some progress in determining the most effective ways to prosecute this war; in the years that follow, with your help we can, I hope, perfect our analyses and improve our recommendations.

There are several necessary steps in the preparation of these recommendations. The first, and I think an obvious one, is to obtain an inventory of the Federal programs that are now being operated that have an impact on the general level of poverty. We began this in the compilation of the Federal Catalog of Programs for the Improvement of Individuals and Communities. This is the thick catalog that has been sent around to each agency for comment, and which contains some 190 or so different Federal programs. As a result of the comments that have been sent back, for which incidentally we are most appreciative, we now have something over 200 programs in the catalog and are revising



it in accordance with the suggestions that many of you have made. We hope to have it ready for public distribution within a couple of months.

We have recently issued a request to each agency for quantitative information about the programs in the catalog. We have asked for the amount of money to be spent in fiscal 1966 on each of these programs along with an estimate of the number of poor and non-poor who will be affected by each. The programs are being classified by the type of basic functional services they provide. This will give we think for the first time an inventory of the kinds of things the Federal Government is doing, the resources it is spending, and the target populations it hopes to be effecting. Your people are now working with ours in getting this information together. For some of you this is a not inconsiderable task, and we are grateful to you. We are also collecting some data from state and local anti-poverty efforts.

Our next step is to try to understand where the gaps are and where the unnecessary overlaps are in these programs. We hope to do this by plugging the information into a matrix, a copy of which I have distributed to each of you. If you will look at that for just a moment I will try to explain it. Across the top of the matrix we have what we call our target populations--children, youths, family heads, other, which means mostly unrelated individuals, and the aged. These are broken down in this fashion because it takes different programs to benefit these different target populations. In our own work, of course, we break them down even more; it makes a difference, for example, whether a family head is Negro

or white, it makes a difference whether children are pre-school or school age, and so on.

Down the left hand side are 28 categories of what we might call weapons in the war on poverty. These categories, incidentally, are the same as those that appear in the Catalog referred to earlier. They are meant to be an exhaustive listing of categories into which all Federal programs will fit. Filling in the matrix with both financial data and the number of poor persons served, will, it is hoped, enable us to understand the interrelationships involved and to see where the Federal Government is not doing the required job. Just the process of breaking down our various programs into the 28 basic functional services which they provide to the poor is a valuable if painful analytical experience.

The next step is to understand better the nature of poverty. We and others in the country have learned a great deal about poverty in the last couple of years, but there is still a great deal more to learn. It has become clear that different parts of the poverty population call for different treatment, and it has also become clear that we just don't know at the present time the best thing to do with respect to some parts of the poverty population. We still have a lot to learn about the causal relationships between most anti-poverty programs and the poverty populations they are supposed to affect.

We have been active in the last few months stimulating the university, government and private research communities to produce for us the most thoughtful pieces of research we can get on these problems. I am pleased

to say that we feel we are making progress along the road to understanding these complex issues and that we are getting program ideas which seem to make a good deal of sense. These are coming to us from economists, sociologists, psychologists, trade union people, and your own agencies.

In this connection I want to make it clear that continued cooperation between OEO and other Federal agencies is essential if our planning is to succeed. Our job is to relate proposed and old programs to poverty, but we frequently know less about the program than the Federal agency most directly involved. We have been in a continuing dialogue with many of the people in your agencies and I would like to thank them through you for the very substantial help we have received in recent months. Many of our program ideas have come directly from your people and others have been changed as a result of trying them out on your experts. We propose to continue these conversations and whereas the program that eventually emerges will be ours and we will be responsible for it, there should not be any surprise in it for any Washington agency.

In the next four to six weeks, we will be intensifying these discussions as we begin to settle on some possible recommendations. To make this concrete, let me give a couple of examples of the kinds of recommendations toward which we are moving. Please understand that these recommendations at this stage are highly tentative.

For one thing, we are dissatisfied with what we are doing in the rural poverty field. There have been conversations with the Department of Agriculture on this problem and these will continue. We think

tentatively that the Rural Loan Program leaves something to be desired and we will be looking for other ways to try to get at the difficult problems of rural poverty.

For another, we are coming to the tentative conclusion that we will never get enough mobility into the labor market to get our kinds of clients employed to the fullest possible extent until we have some sort of employment information system covering the bulk of job vacancies and going nationwide; we are coming to the Labor Department for their ideas on how to achieve this.

Again, we are moving toward the tentative conclusion that we are not going to be able to make progress in the anti-poverty war unless the unemployment rate is substantially reduced. We will be talking to the Council of Economic Advisers urging on them this reason, among the many others, for moving toward a 3½% unemployment rate.

Finally, we are coming to the tentative conclusion that some kind of remedial education will be desirable between the pre-school age and the high school dropout age, and we have been working with representatives of the Office of Education about this. These are some examples, all tentative as I have stated, of the kinds of questions we will be discussing with your people in the next few weeks.

The final step is the most difficult of all. This is the job of evaluation; of deciding which programs, new and old, are the best and which therefore should be emphasized and which de-emphasized. The inventory

is a necessary first step before this undertaking can be attempted. It is at the evaluation stage that the cost effectiveness study becomes relevant. All of these programs are supposed to be alleviating poverty. Through cost effectiveness studies (and at least in some cases in the beginning through pure judgment and logic) we are asking ourselves which of these programs is likely to achieve the most for a given level of expenditure. Only when we have begun to answer this question will we be in a position to say that one program makes more sense than another and that a given package of programs is the most efficient way to approach the large problem we face.

Let me emphasize a couple of points. Computers will not give us answers to these questions. Computers, systems analyses, cost effectiveness analyses may help to make judgment better than it would otherwise be but they will not answer questions about matters of human poverty. These analytical techniques can move us, we think, in the direction that will answer a part of the question, and that will make judgment a good deal more effective than it now is. This is a process, of course, that has been highly developed in the Department of Defense. It is a process which the President has been encouraging all of us to use more extensively. We think the problem of using it in the field of public welfare is indeed a difficult one, since our data are less good and our target populations are extremely complex.

Let me express my convictions that only through this kind of evaluative procedure can we hope to reach efficient allocations of



resources. I hope I need not stress that we will be evaluating our own programs as well as those of other agencies; since ours are directly aimed at poverty groups I think the evaluation will be if anything more severe for them than for others. We are going to find programs that are not accomplishing what they are supposed to, or are doing so at higher cost than others. When we do we propose to recommend their abolition or reduction.

Finally, and in conclusion, I want to stress once more that for fiscal 1967 both our data and our techniques will be underdeveloped. Our recommendations, therefore, will carry less confidence than we would hope. But I suspect that in future years both our data and our analytical techniques will improve and so should our performance. Fiscal 1967 will be the beginning.

COPY

August 9, 1965

Memo to Ben Segal

From John Stewart

Attached are documents setting forth the outstanding program which the National Catholic Conference for Interracial Justice has mounted in the area of equal employment opportunity. It is patterned very much on the PCEEO and Plans for Progress models of the federal government but relates to contractors doing business with certain Catholic dioceses around the country.

I thought you would find this of interest.

EXECUTIVE OFFICE OF THE PRESIDENT  
President's Council on Equal Opportunity  
WASHINGTON, D. C.

*Jue*  
August 6, 1965

CIVIL RIGHTS

MEMORANDUM TO: THE VICE PRESIDENT  
FROM : WILEY A. BRANTON

1. Executive Order Consolidating Employment Functions:  
As you know, general agreement on the Executive Order abolishing the President's Committee and putting the contract compliance section under the PCEO Employment Task Force headed by Secretary Wirtz has been reached and we are now at work on the details. We expect to send the Order in completed form to the White House next week.
2. Title VI: At the hearing concerning the suspension of Headstart funds made to the Alachua (Florida) County Board of Public Instruction, Hearing Examiner Joseph W. Kaufman said he doubted that the Office of Economic Opportunity had legal authority to suspend the grant without a hearing beforehand and that he believes that OEO's action violated the hearing procedures of Title VI. A decision is expected in mid-September.
3. PCEEO: On July 30, a "C" Order was issued by the President's Committee against Mohasco Industries (Mohawk Carpets). This order requires Mohasco to submit an acceptable equal employment opportunity program for their Greenville, Mississippi, plant before any Government agency may award Mohasco further contracts.  
  
Because of lack of staff, several agencies failed to take appropriate action with regard to contractors who had no Negro employees in areas of over 4 percent Negro population. However, after Hobart Taylor impressed on them that lack of personnel was no excuse, they promised to ask these contractors within thirty days what affirmative recruiting programs they were planning to remedy this situation.
4. Office of Economic Opportunity (OEO): An OEO audit found no evidence to support charges by Senator Stennis that OEO funds are being used to subsidize civil rights marches in Mississippi.

5. Recruiting for Federal Employment: As the beginning of a nationwide recruiting drive for minority group employees, the Veterans Administration is bringing all its personnel people from the field to Washington, D.C., next week.

6. Equal Employment Opportunity Commission: Council staff have been working with the EEOC to make certain that the Title VII Conference in August is as effective as possible.

7. Areas of Possible Conflict:

New York City: CORE and the NAACP are planning co-operative work stoppage demonstrations at several federally financed construction sites in Harlem because Negro building sub-contractors feel they are not receiving a fair share of the work on these projects. We are asking the PCEEO Construction Industry Area Coordinator to look into the situation.

Allendale, South Carolina: Newspaper stories have indicated that Reverend Webster, a consultant with the Community Relations Service, had posted bond for a group of SCOPE demonstrators in the name of the Federal Government. This situation resulted from a misunderstanding on Reverend Webster's part. Because the authorities would not release the demonstrators on their own recognizance, Reverend Webster agreed to sign a paper to "vouch" for them without realizing the paper was actually a bond. Reverend Webster is still working successfully in Allendale to bring the two sides together to discuss Negro demands for a speed-up of voter registration.

Americus, Georgia: State officials, outside industrial leaders, and the Community Relations Service have attempted to counteract the influx of John Birch Society advisors who have invaded this community. Although at this moment the prospects for the organization of a biracial committee look hopeful, the community is still an armed camp where order prevails only because of the State highway patrol.

Sisseton, South Dakota: Because of the killing of a Sioux Indian by a policeman, the Tribal Council had formed an organization which is protesting against discrimination. Partly through the efforts of the Community Relations Service, the City Council has agreed to a meeting to hear the Indians' grievances.

From the desk of ~

LUTHER HOLCOMB

John

Please try to  
get me word  
on the attached  
this afternoon.

Thanks

Luther





EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506

OFFICE OF THE  
VICE CHAIRMAN

August 12, 1965

Dear Mr. Vice President:

Attached is a copy of a letter which we would appreciate very much using on your stationery and under your signature. It is in regard to the White House Conference which is described in the statute pertaining to Article VII of the Civil Rights Act.

Devoted regards,

A handwritten signature in cursive script that reads "Luther Holcomb". The signature is written in dark ink and is positioned above the printed name.

Luther Holcomb

Attachment

The Honorable Hubert H. Humphrey  
Executive Office Building  
Washington, D. C.

A Suggested Letter for the Vice President to Write to Each  
of the Invitees

Dear \_\_\_\_\_:

I am looking forward to your participation in the White House Conference on Equal Employment Opportunity here on August 19-20.

Title VII of the Civil Rights Act is a cornerstone in the structure of human dignity and justice in our Nation. How we place that cornerstone and build upon it will be a measure of our success in accomplishing equal rights for every citizen.

Our goal is clear -- to assure all in America the opportunity to get and keep a job on the basis of qualification, without regard to race, color, religion, sex or national origin. We want opportunity to be more than a theory. We want it to be a fact. We want people to be able to make real choices about their lives and about their life's work.

Your wisdom and experience can play a significant role in shaping the views of the Equal Employment Opportunity Commission. I know that President Johnson appreciates your participation in this endeavor. ~~I am counting on you to come to this important conference with you sleeves rolled up. We have much to accomplish.~~

Sincerely,

*And we are  
looking forward to a  
We are counting upon your hard-working  
and productive  
two days.*

*We are constantly looking forward  
very much to your contributions  
And we are looking forward to  
a most productive & hard-working*

JS/ep/CR EEOC

July 29, 1965

Dear Luther:

Thank you so much for telling me of your recent meeting some citizens of Africa, where you explained our recent progress in the civil rights field. I am sure you did a magnificent job. It is, of course, a wonderfully rewarding story -- one on which we can look back with pride as our progress continues in this most vital area of human affairs. We realize that so much more must be accomplished, but I do believe that we are now moving in the right direction.

Let me say again that this country is indeed fortunate to have such men as you willing to serve in these difficult times. This support means so much to President Johnson and myself.

Best wishes.

Sincerely,

Hubert H. Humphrey

The Honorable Luther Holcomb  
Equal Employment Opportunity Commission  
Washington, D. C. 20506



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506

July 22, 1965

Honorable Hubert H. Humphrey  
Office of the Vice President  
Washington, D. C.



Dear Mr. Vice President:

I just wanted to let you know how thrilled I am with the opportunity that is mine to serve with the Equal Employment Opportunity Commission.

I had an experience today which I must share with you. I went to the State Department to speak to a group of 48 Africans. Of these, 29 are presently studying in London, 10 studying in Cairo and 9 have traveled directly from Africa. The composition of the group by countries of origin was:

Nigeria	13
Ghana	7
Kenya	7
Uganda	5
Sierra Leone	6
Sudan	2
Tanzania	2
Gambia	2
(West) Cameroon	1
Somalia	1
Mauritius	1
S. Rhodesia	1

The purpose of my message was to tell about the Civil Rights Act. Knowing the vital role which was yours in bringing about this Act, I just wanted you to know that I experienced a renewed appreciation of what you have done and of the tremendous challenge which is ours.

With highest admiration for you personally and a lasting sense of the gratitude for the place of service which is mine,

Faithfully yours,

A handwritten signature in cursive script that reads "Luther".

Luther Holcomb

COPY<sup>ss/EEOC</sup>

August 10, 1965

Memorandum to the Vice President  
cc: Ron Stinnett

From John Stewart

Several phone calls have revealed that the proposed reduction in the budget of the Equal Employment Opportunity Commission from 3.2 million dollars to 2.25 million dollars would produce the following results in the operation of the Commission:

1. No regional offices could be established.
2. No money would be available for grants to states to involve the states in the administration of Title VII.
3. Travel would be limited severely which, when coupled with the lack of regional offices, would inhibit drastically the Commission's ability to investigate complaints.
4. No reporting system could be established.
5. The proposed Washington staff would be cut by one-third of the projected 120 people. Field staff of 70 would be eliminated entirely.

The Equal Employment Opportunity Commission originally requested 5.5 million dollars from the Budget Bureau. Budget urged them to ask for only 3.2 million dollars. There is a general consensus at the Commission and at the Budget Bureau that the proposed amount of 2.25 million dollars would impose major obstacles toward getting the program launched this year.



COPY

August 16, 1965

Dear Mr. Montgomery:

Thank you for your letter in which you suggest that your job classification as laborer is the result of racial discrimination.

I am referring your complaint to the Equal Employment Opportunity Commission for their attention. I hope they will be able to offer you assistance or helpful advice.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Dennis Montgomery  
1634 Caldwell  
Shreveport, Louisiana

1. Ben Segal

EEOC  
1800 G St N.W.

2.

3.

4.

5.

APPROVAL	PREPARE REPLY
COMMENT	SIGNATURE
NECESSARY ACTION	SEE ME
INVESTIGATE	AS REQUESTED
NOTE AND RETURN	FOR YOUR INFORMATION
INITIAL FOR CLEARANCE	PER CONVERSATION

FROM

Bob Gale

DATE

August 9

REMARKS OR ADDITIONAL ROUTING

We hope to go to press by mid-week with our program, and we'd like a statement and picture from the Vice President included. Here is a suggested statement. Could you rush approval of this or some version of it, and also send along an approved glossy photo.

Thanks.

Bob

DRAFT HHH CONFERENCE PROGRAM STATEMENT

The intention of your government is to see that Title VII of the Civil Rights Act of 1964 is administered fairly and equitably and, above all, to ~~achieve~~<sup>seek</sup> voluntary compliance wherever possible. All of us must seek a climate of reason and good will which will reduce to an absolute minimum the instances where the law will have to be applied. We must say, not only: "This is the law and we are going to accept it." We must say: "We are going to embrace this public policy and we are going to do something about it."

I am confident that Americans will join together to foster a climate of good will and understanding -- a climate which will keep to an absolute minimum the enforcement procedures of Title VII.

We are entering a new era where the full resources of the American business and labor communities, as well as those of the Federal Government, must be fully committed to the task of opening wide the gates of opportunity and assisting our fellow Americans to walk through those gates.

COPY

August 13, 1965

Dear Mr. Hickerson:

Thank you for your letter concerning local urban renewal policies.

I am asking the President's Committee on Equal Opportunity in Housing to give every consideration to your complaint and the material you have submitted.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. George H. Hickerson  
Chairman, Ad Hoc Committee to  
Halt People's Removal by Institutions  
and Urban Renewal  
533 West 112th Street, Apt. 4A<sup>1</sup>  
New York, New York 10025

COPY

August 13, 1965

Dear Mr. Evers:

The brief information contained in your recent wire suggests that this would be a matter falling within the jurisdiction of the Equal Employment Opportunity Commission.

I am bringing your communication to their attention and I know they will be in touch with you promptly.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Charles Evers  
Field Director, NAACP  
Jackson, Mississippi



COPY<sup>ss/EEOC</sup>

August 11, 1965

MEMORANDUM TO THE VICE PRESIDENT

FROM JOHN STEWART

The full Appropriations Committee accepted the level of \$2.5 million for the Equal Employment Opportunity Commission.

I recommend that we ask Senator Pastore to offer an amendment on the floor to restore \$3 million. It would also be helpful if you could call Senator McClellan and ask him to accept such an amendment.

I have asked the EEOC staff to prepare a supporting statement for Pastore and we can arrange to have the amendment itself drafted.

Andy Biemiller will be talking with Pastore and other members of the committee and John Rooney on the House side. Attached are the facts which I prepared for you yesterday.

S/EEOC-Miller  
COPY

August 19, 1965

Dear Mrs. Miller:

Thank you for your letter advising that you would be unable to attend the Conference on equal employment opportunity now in progress.

I conveyed to Chairman Roosevelt your message designating Mrs. Birckhard as your representative.

Best wishes.

Sincerely,

Hubert H. Humphrey

Emma Guffey Miller, President  
National Womens Party  
Slippery Rock, Pennsylvania

## CLASS OF SERVICE

This is a fast message  
unless its deferred char-  
acter is indicated by the  
proper symbol.

# WESTERN UNION

## TELEGRAM

W. P. MARSHALL  
CHAIRMAN OF THE BOARD

R. W. MCFALL  
PRESIDENT

## SYMBOLS

DL=Day Letter

NL=Night Letter

LT=International  
Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

NFB070 (38)PC014 P

NUA029 PD SLIPPERY ROCK PENN 19 1020A EDT

HON GEORGE HUMPHREY, VICE PRESIDENT OF THE UNITED STATES

THE CAPITOL WASHDC

REGRET EXCEEDINGLY CANNOT ATTEND MEETING CALLED BY CHAIRMAN  
ROOSEVELT OF THE EQUAL EMPLOYMENT OPPORTUNITIES COMMISSION  
TODAY AND TOMORROW AS I RECEIVED HIS TELEGRAM ONLY YESTERDAY  
WHICH GIVES ME INSUFFICIENT TIME TO REARRANGE MY SCHEDULE HERE.  
I AM NAMING AS MY REPRESENTATIVE MRS MARY BIRCKHARD CHAIRMAN  
NATIONAL WOMANS PARTY KINDEST REGARDS

EMMA GUFFEY MILLER PRESIDENT NATIONAL WOMANS PARTY

(32).

*File*

1965 AUG 19 AM 10 45

OFFICE OF  
**RECEIVED**  
AUG 19 1965  
THE VICE PRESIDENT

e. by  
O. 205-10)*Memorandum*

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

*file*  
DATE: August 5, 1965

In reply refer to:

FROM : Seymour Samet  
Deputy to Mr. Roger Wilkins  
Community Action Division

SUBJECT: Task Force Activity Report for the Week Ending August 4, 1965

Cleveland

Our city deskman has gone to Cleveland to conduct an evaluation of the special summer lighted school house program. This is a part of a joint CRS-OEO project in which Task Force consultants will conduct an intensive evaluation of one of the special summer CAP projects in each target city.

Detroit

The Task Force representative is exploring with municipal representatives, the Detroit CAP Director and HEW, the possible development of a special demonstration project simplifying the acceptance of emergency welfare cases. Current practice assumes that a case is not bona fide until it has been validated -- a process which may take days. This project would explore the feasibility of reversing the process - accepting emergency cases immediately on the assumption that in most instances they will thereafter be proven bona fide.

Gary

As a result of the division on the Common Council, NYC lawyers advised the regional NYC office that it would be best to obtain from the Common Council a specific resolution ratifying the Mayor's contract with the Labor Department for the NYC program. Since this would have placed the Mayor in a precarious position, we intervened and assured NYC that the Council had authorized funds to proceed with the program under the assumption that the Mayor's act was agreed to. NYC then approved the program, and it was funded and operations begun.

Newark

The impasse between the anti-poverty CAP organization, the United Community Corporation, and City Hall (which has been holding up the entire CAP program because the City would not appropriate its \$23,000 to match the \$2,662,969 grant of OEO) appears to have been resolved. An agreement

has been worked out under which 30 percent of an enlarged UCC Board will consist of City officials designated to the Board by the Mayor.

UCC has received the \$170,000 for the fifty-block recreational program to be carried out as a special summer project under the auspices of the Police Athletic League. With respect to this project, the City share, which was the provision of streets, was readily forthcoming. Question has been raised as to the extent of participation in this project since some of the Negro community has described it as a peace offering to reduce pressure for a police review board, and there are rumors that the project may be boycotted.

The Human Rights Commission continues public hearings on the police review board. They are scheduled to conclude Tuesday, August 3. In the meantime there have been demonstrations pro and con the review board.

#### New York City

##### Employment

Core and NAACP are planning cooperative work stoppage demonstrations at several federally financed construction sites in Harlem. The Negro building sub-contractors feel they are not receiving a fair share of work on these projects. The details of the plans for demonstrations and the problems causing the demonstrations were aired in a meeting with the Task Force representative, Mr. Grant, on Wednesday, August 4, 1965.

##### Police-community relations

Mr. Grant is seeking to evaluate the impact of two recent incidents. The first is the police killing of a Negro (Erby) on July 15, 1965 and a grand jury exoneration of the policeman on July 28, 1965. Another is the teenagers attack on policemen responding to a call for help from a Negro woman Thursday, July 29, 1965. CORE plans to issue a report on the Erby killing and may be planning some action when the grand jury reports the details of its findings sometime around August 6-10.

#### Oakland

The Oakland Economic Development Council, the CAP umbrella, seems to resist working with groups that are not part of the "establishment." Mr. Saunders, the Task Force representative, is encouraging a number of community groups to submit proposals, and is persuading the Council to be more receptive.



Philadelphia

Our field representative reported a good deal of confusion and disorganization pending the preparations for the visit of Dr. Martin Luther King scheduled for August 2-3. Apparently rivalries and political concerns among the Negro leadership of the city interfered with a concerted effort to derive the maximum value from the visit. Cecil Moore, President of the Philadelphia NAACP, openly expressed his annoyance at the planned visit but ultimately reconciled to it and appeared at Dr. King's press conference August 2.

Our field representative is working closely with a Rev. Sullivan and Mr. Charles Gilmore of OMAT to arrange federal financing of a new facility to replace a building of the Opportunities Industrial Corporation which had been destroyed by fire.

Rochester

Several Negro teenagers were arrested last Saturday night as a result of a fight which broke out at a dance. FIGHT, the Rochester expression of the Alinsky program, protested to the police commissioner that there was brutality in the handling of these arrests.

FIGHT has begun to picket in front of the homes of several persons who own property in the inner-city area and who are charged with being slumlords.



UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

August 4, 1965

IN REPLY PLEASE REFER TO

YOUR REFERENCE

MEMORANDUM FOR THE VICE-PRESIDENT

*John St*  
*thm to*  
*Wiley B.*

Attached are copies of an outline of the Commission's tentative plans for immediate response to its new responsibilities under the proposed Executive order transferring certain functions from the President's Committee on Equal Employment Opportunity. It is divided into three parts:

- I. Major Goals
- II. Immediate Actions
- III. Functions and Tasks

Commission staff is working on necessary steps in the organization and assignment of responsibilities within the Commission to carry out this program.

*John W. Macy Jr.*  
John W. Macy, Jr.  
Chairman

Attachment 6

*John - Study this -  
then brief me on  
key details & policies  
so I may be informed  
H.H.*

## I. MAJOR GOALS OF THE CSC IN EQUAL EMPLOYMENT OPPORTUNITY

In order to measure up to the highest expectations of national policy and, as the nation's prime employer, serving as a proud and unimpeachable model of discrimination-free merit employment:

- TO CONDUCT a continuing campaign to eradicate every vestige of racial and religious prejudice or discrimination from the Federal service.
- TO EXTEND positive and special recruitment, training, and job design measures in order to insure genuine equal opportunity and to widen participation of minority groups in areas of Federal operations where there has been under-representation.
- TO PURSUE a thorough inspection of managerial performance and vigorous enforcement of policy as to equal employment, and to insure careful, considerate review of complaints and appeals on issues that arise.

## II. IMMEDIATE ACTIONS

1. A conference with leaders of major groups concerned with equal employment opportunity.
2. Appointment of a Citizens Advisory Committee to consult from time to time with the Commissioners on equal opportunity problems and progress.
3. Conferences with leaders of various groups concerned with Federal employment, such as professional societies, employee unions, veteran organizations, and groups concerned generally with personnel and public administration.
4. Designation of officials in each Agency to whom the Commission will look for leadership in equal employment opportunity.
5. Utilization of the network of Federal Executive Boards and Federal Business Associations for progress reports and development of methods for interagency cooperation at the field level.
6. Development of an aggressive internal program of affirmative actions affecting recruitment, training, job design, and all other aspects of Federal personnel administration that will improve and extend opportunities for employment of minority groups.

### III. FUNCTIONS AND TASKS

#### A. POLICY, COMMUNICATION, AND ORGANIZATION

1. Develop and clarify policy statements:
  - o Clear, concise policy directives, speaking directly to the object of eliminating discrimination in the Federal civil service. (These guidelines should be stated in such a manner that there can be no equivocation by Federal supervisory and managerial personnel.)
  - o Review of all policy and regulatory issuances to eliminate or revise passages not consonant with a reinvigorated program of EEO.
  - o Tying in EEO guidelines with instructions on ethics and conduct; stressing the moral aspect and loss to the country caused by discrimination.
2. Develop simple, direct indoctrination programs on EEO:
  - o Pamphlets, brochures, posters, and leaflets on EEO and the cost and loss of effectiveness caused by discrimination.
  - o A first-rate movie stressing EEO, suitable for general showing but aimed especially at new or prospective first-line supervisors.
  - o Short, intensive conference programs treating typical discrimination problems. (These could include "testimonial" participation by supervisors who have surmounted such problems.)
  - o "Case studies" for use in training programs, conferences, or on an individual basis.
3. Assemble a clearinghouse of literature and information on equal employment opportunity experience throughout the United States that will be useful for administration of the Federal program.



4. Establish meaningful liaison with organizations concerned with non-discrimination (national civil rights groups, Congressional Committees, church groups, local civic and civil rights groups, etc.). (These contacts must be good enough to measure progress locally and overall, to spot potential trouble areas, and to serve as two-way pipelines for communication concerning EEO efforts.)
5. Review and help develop patterns of organization within Federal agencies (not necessarily following a standardized approach) which will insure:
  - o that each agency designates a responsible official of at least Assistant Secretary level to give special attention to this area and to represent the agency at periodic meetings with Commission leadership.
  - o that agency personnel offices are fully committed to and directly involved in carrying out the EEO program.
  - o that all supervisors and managers, as well as placement specialists and other personnel people, are thoroughly versed in EEO policies, requiring them to be alert for possible placement opportunities for minority group members.
  - o that the formation of appropriate committees in each agency to aid and advise on this subject is provided for.
  - o that persons given special responsibilities in this area will be trained by the Commission in a manner similar to that now done for the coordinators of employment of the physically handicapped.
6. Arrange for or promote social science research to study successful programs in order to determine what sociological and psychological determinants are present and how success was achieved. (Draw upon this for the development of individual programs in areas of resistance to EEO.)

B. POSITIVE AND AGGRESSIVE MEASURES TO EXTEND EMPLOYMENT OPPORTUNITIES

1. Review job designs to revise entrance points of as many occupations as feasible so that they include special levels requiring less initial preparation and more reliance on subsequent in-service training to develop skills. (Should entail cooperation with the Bureau of the Budget in using position-management controls to force agencies to use job reengineering and lower skill requirements where warranted.)
2. Strengthen recruitment efforts along such lines as the following:
  - o Undertaking a comprehensive review of agency community relations with a view toward improving contacts with minority group schools, minority group members in integrated schools, civic groups, and minority group organizations.
  - o Developing minority group "career directories" for use in positive recruiting at minority group schools; or for use in recruiting minority group members from integrated schools.
  - o Using minority group members in recruitment posters, brochures, and other advertisements.
  - o Publicizing successful careers of minority group members.
  - o Including minority group members in recruitment teams, "Federal Days" at universities, and as speakers at meetings, luncheons, etc., which will receive publicity.
3. Develop special appointment or work arrangements to facilitate mobility for minority groups such as:
  - o Obtaining minority group faculty members for summer employment and consultant positions in order to open up recruitment sources.
  - o Developing internships, summer employment programs, and work-study programs where an established worker could "sponsor" a minority group member.
  - o Arranging for temporary appointments of cultured and professionally competent and successful members of minority groups to areas where resistance to EEO is known to exist.
4. Review written tests for unintended cultural bias and validity. (Continue and intensify the plan to study this jointly with the Educational Testing Service.)

### C. ADVANCEMENT--TRAINING AND PROMOTION

1. Review agency promotion programs to insure that they allow competition by minority group members in related fields, and that they do not unwittingly discriminate against minority groups.
2. Develop surveys, require agencies to conduct such surveys, and place clear responsibility for review of employment patterns, to discover:
  - underutilized personnel
  - promotion opportunities
  - training needsapplying to minority group employees.
3. Impress present supervisors and managers with the need to qualify minority group personnel for advancement, making conscientious efforts to:
  - o Select such persons for training
  - o Fit training programs to special needs
  - o Connect training programs with positive placement
  - o Provide counselling services to disseminate information about, and encourage the use of, self-help courses, employee organizations and clubs (for example, Toastmasters), scholarships, etc.
4. Develop a program to provide aptitude testing services to spot overlooked or unknown potential:
  - o To show employees where they need to improve their qualifications.
  - o To be used to locate high potential in "dead end" occupations.
  - o To locate high-potential minority group employees for special training in various occupations to provide new skills for jobs at higher levels.
5. Promote private foundation support of special training courses designed to aid the culturally disadvantaged and those lacking in formal education or technical training, permitting present employees to attend such programs at convenient locations and after normal work hours.

#### D. COMPLIANCE AND ENFORCEMENT

1. Establish a system for securing adequate information on EEO activities throughout Federal agencies, including:
  - o A reporting program suitable for measuring compliance by agency, metropolitan area or community, and service-wide.
  - o A program to obtain definite "racial data", without pre-occupation with the danger of its misuse but insuring that internal placement will not rely on discriminatory information. (This should be the basis for a survey by class, title, series, and grade, agency by agency, to find where minority group employees now are.)
  - o A narrative summary of EEO actions to accompany the annual census report. (This could be increased to semiannual or quarterly for particular agencies, if needed, to put pressure on them to achieve reforms.)
2. Review the current Commission inspection program to make provisions for a continuing analysis and review of agency programs.
  - o Should concentrate on localities where discrimination has been a problem.
  - o Should allow the Civil Service Commission to "move in" where it suspects discrimination; not wait until discrimination is openly demonstrated.
  - o Should include providing a quick and definite set of findings and necessary actions for the reviewed agency.
3. Develop a model EEO program in job design, recruitment, training, employment, and advancement for agencies to follow and use as a criterion for self-evaluation. (This could include a self-analysis sheet for distribution to supervisors which would demonstrate to them their attitudes on EEO. This would be kept by the individual--not "handed in.")
4. Insure that selections for key positions take attitudes toward equal employment into account by:
  - o Revamping job applicant investigation procedures to include a section on the applicant's attitude on matters of race, creed, and color (to be used for evaluation of the applicant's probable compliance with nondiscrimination policy).

- o Including a section on attitudes toward and knowledge of government policy on equal opportunity (as well as demonstrated performance) in evaluation forms or questionnaires used for employee transfer or advancement to supervisory positions.
  - o Requiring agencies to review and compare the records of supervisors and managers on EEO application, including taking remedial action eliminating sources of discrimination.
5. Provide for penalties such as suspension, demotion, and removal to be taken against employees who have exercised improper discrimination on the basis of race, color, creed, or national origin.
  6. Assign CSC Regional Directors responsibility for "riding herd" on the EEO program in the field establishments. (They could be aided by working through Federal Executive Boards, Federal Business Associations, Boards of Examiners, etc.)
  7. Require agencies to move promptly and vigorously in the investigation and resolution of discrimination complaints.
    - o Immediate reporting of complaints to the Commission with a 30-day follow-up giving status and expected close-out date.
    - o Careful review by BAR of complaints not closed out after 60 days to see if there is need for follow-up by an operating arm of the Central Office.
  8. Process all appeals to the Commission promptly but with care and equity.



August 5, 1965  
1:00 p.m.

MEMORANDUM TO THE PRESIDENT

FROM THE VICE PRESIDENT

The Department of Defense will undoubtedly set forth for you in some detail the various recruitment programs which have been under way to secure qualified Negro applicants for our service academies. I have also sent to a selected list of Senators a letter expressing the need to interest qualified Negro applicants in pursuing a career in the service academies. Apparently there existed, and still exists to some extent, the belief that Negroes will be discriminated against once they enroll in the academies, and that no real career exists for qualified persons. I suggested to the Senators that this was not the case, and that they should be aware of the non-discriminatory policies in effect. I urged them to encourage qualified Negroes to take the qualifying examinations so that they might be considered for appointment.

A copy of my letter to the Senators is attached. The responses were, in every instance, favorable and encouraging.

JS/ep/CR - Labor

August 25, 1965

Dear Mr. Murray:

I regret that press reports suggested that the Department of Labor report on "The Negro Family" was coming out of the Vice President's office. My understanding is that the report is not publicly available, but I am transmitting your request to the office of the Secretary of Labor.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. A. Harold Murray  
Institute of Human Relations  
American Jewish Committee  
165 East 46th Street  
New York, New York 10022



## THE AMERICAN JEWISH COMMITTEE

Institute of Human Relations • 165 East 56 Street, New York, N. Y. 10022 • PLaza 1-4000 • Cable Wishcom, New York

August 18, 1965

Mr. John Stewart  
Office of the Vice President  
Washington, D. C.

Dear Mr. Stewart:

I would appreciate receiving a copy of the unpublished report on "Negro Family Life" which was referred to in the press as emanating from your office. If such a report is available it would be very helpful to me.

Sincerely yours,

*A. Harold Murray*  
A. Harold Murray

AHM:dd

MORRIS B. ABRAM, President  
RALPH FRIEDMAN, Chm., Executive Board  
PHILIP E. HOFFMAN, Chm., Board of Governors  
NATHAN APPLEMAN, Chm., Board of Trustees  
MAURICE GLINERT, Treasurer  
ORIN LEHMAN, Secretary  
ARTHUR D. LEIDESDORF, Associate Treasurer  
JOHN SLAWSON, Executive Vice-President

JACOB BLAUSTEIN, Honorary President  
LOUIS CAPLAN, Honorary President  
HERBERT B. EHLMANN, Honorary President  
IRVING M. ENGEL, Honorary President  
JOSEPH M. PROSKAUER, Honorary President  
ARTHUR J. GOLDBERG, Honorary Vice-President  
JOSEPH KLINGENSTEIN, Honorary Vice-President  
FRED LAZARUS, JR., Honorary Vice-President  
SAMUEL D. LEIDESDORF, Honorary Vice-President  
JAMES MARSHALL, Honorary Vice-President  
WILLIAM ROSENWALD, Honorary Vice-President  
RALPH E. SAMUEL, Honorary Vice-President  
HORACE STERN, Honorary Vice-President

ELY M. AARON, Chicago, Vice-President  
MORTON K. BLAUSTEIN, Baltimore, Vice-President  
O. ROY CHALK, New York, Vice-President  
HAROLD S. GOLDBERG, Boston, Vice-President  
JACK A. GOLDFARB, New York, Vice-President  
ANDREW GOODMAN, New York, Vice-President  
JACK GOREN, Dallas, Vice-President  
DAVID LLOYD KREEGER, Washington, Vice-President  
JOSEPH ROSS, Detroit, Vice-President  
MELVIN M. SWIG, San Francisco, Vice-President  
ELMER L. WINTER, Milwaukee, Vice-President

COPY

August 13, 1965

Dear Mr. Taylor:

Thank you for your note describing the difficulty you have experienced in getting your haircut at a local barbershop. I am sending your complaint to the Justice Department with the request that they look into it promptly to determine whether or not a violation of Title II of the Civil Rights Act is involved.

I hope that you find your work as a volunteer otherwise satisfying. I consider VISTA a program with great potential both for those who serve and for the communities in which they work.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Don Taylor  
20 W. Latimer  
Tulsa, Oklahoma

S/Justice - Taylor  
Aug. 13, 1965

Department of Justice  
Washington



*File*

SEP 9 1965

Honorable Hubert H. Humphrey  
The Vice President of the  
United States  
Washington, D. C.

Dear Mr. Vice President:

This will acknowledge your memorandum dated August 13, 1965, and the enclosure of a letter from Mr. Don Taylor of Tulsa, Oklahoma.

I am enclosing a copy of my letter of even date to Mr. Taylor.

I am returning Mr. Taylor's letter.

Sincerely,

*John Doar*

JOHN DOAR  
Assistant Attorney General  
Civil Rights Division



SEP 9 1965

Mr. Don Taylor  
Vista Worker #009128  
20 West Latimer  
Tulsa, Oklahoma

Dear Mr. Taylor:

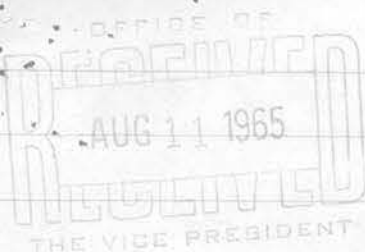
Your letter dated August 10, 1965, addressed to the Vice-President has been noted and forwarded to our Division for reply.

I can appreciate the inconvenience you have in not being able to get a haircut in your immediate vicinity. However, the Civil Rights Act of 1964 does not include a barber shop as one of the establishments covered by the Act unless it is located in a hotel, motel, a bus, train, or air terminal, or any other facility covered by the Act. Unless Bert's Barber Shop is located in a covered establishment this Department is unable to take any action.

Sincerely,

JOHN DOAR  
Assistant Attorney General  
Civil Rights Division

→ cc: The Vice-President



8-10-65  
20 W. Latimer  
Tulsa, Okla.

Mr. H. Humphrey  
Vice Pres. of the U.S.A.  
WASH. D.C.

Dear Mr. Vice Pres:

I am a VISTA Volunteer, working in Tulsa County jail-daily, under the auspices of the Tulsa County Bar Assoc. of Tulsa, Okla. I hate to bother you with small matters, but here in my immediate neighborhood I cannot get my haircut at "Bert's Barber-Shop". Now "Bert's" is @ block from my house (where we are temporarily lodged) and convenient for me, since I only have a limited amount of time to get things done for myself. You understand, Mr. Vice President, we work

from early A.M. until late P.M. and this is daily except Sundays. So how can I "look and look" walk and walk" waste precious, valuable time I need to spend working or resting in order to find a barbershop that will accomodate my Negro Hair? Please advise, Sir After 29 years in the Southwest "I am getting impatient". (smile) Bye for now, and thanks in advance.

Yours Truly  
Don Taylor

VISTA Worker #009128

P.S.

Your last speech  
was a driver,  
Mr. V. President.  
Keep LBD in line,  
will you. Also, please  
excuse the paper & mess.  
We are trying to live  
on a <sup>small</sup> budget.

<sup>Tulsa</sup>  
County Jail inmates

~~Robert Higgs C-2~~

Robert Grigg C-3

~~Ray Terrell C-2~~

John Neely T

Rosco Lewis D-2

Melburn Phillips C-2 burglary

Sam Alexander C-2 wt. forged inst.

Lloyd Thomas C-2 forgery

Alvin Barnes

U.S. DEPT. OF JUSTICE  
AUG 17 1 57 PM '65  
CIVIL RIGHTS  
DIVISION

COPY

August 17, 1965

Dear Mr. Banks:

Thank you for bringing to my attention your complaint of job discrimination at the Naval Supply Center.

The federal government is committed to a policy of equal employment opportunity, and the staff of the Civil Service Commission is prepared to check into any situation where discrimination is alleged. I am sure they will be in touch with you shortly in this regard.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. George H. Banks  
1736 E. Ind. River Road  
Norfolk, Virginia



COPY

August 13, 1965

Dear Miss Dean:

Thank you for writing me regarding your complaint of job discrimination.

The Civil Service Commission is charged with the responsibility for assuring equal employment opportunity in the federal government. I am asking that agency to advise you as to what information they require in order to make a determination as to whether or not discrimination has occurred and, if so, the appropriate corrective action.

Best wishes.

Sincerely,

Hubert H. Humphrey

Miss Priscilla Dean  
527 Humboldt North, Apt. 31  
Minneapolis, Minnesota 55411

COPY<sup>S/CSC Compl</sup>

September 18, 1965

Dear Mr. Gibbs:

Thank you for your letter concerning personnel policies at the Tampa Post Office.

I have asked the Civil Service Commission to look into this situation to see what action may be appropriate.

Fair employment is government policy and your complaint will receive every consideration.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Ernest E. Gibbs, Jr.  
2701 W. Hamilton Avenue  
Tampa 14, Florida



U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

September 30, 1965

OFFICE OF THE DIRECTOR

Ed -  
FIVE  
9

MEMORANDUM

Official Use Only

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

FROM : Calvin Kytle, Acting Director

SUBJECT: Summary of Activities of Community Relations Service  
for the Week Ending September 29, 1965

Conciliation

What follows is confidential and should not be generally distributed

Gary, Indiana

A CRS field conciliator met with the local CRS representative on the Summer Task Force on Urban Problems who introduced the conciliator to Negro and white civil rights leaders. The CRS conciliator also met with city officials. These initial contacts are part of the phase-out effort of the Summer Task Force on Urban Problems. Gary is and will continue to be a troubled community and will be given careful attention by CRS. Housing patterns are segregated and there is a constant Negro influx into the city and white persons moving out.

Cleveland, Ohio

This city is experiencing some tension due to the heated Mayoralty campaign between the incumbent Locher and Carl Stokes, a Negro. The civil rights community is actively backing Mr. Stokes, and have channeled all of their activities to his cause. A CRS representative was in Cleveland to assess the level of tensions; to maintain contacts with community leaders; and to contribute to the plans being developed by the Human Relations Commission for the police seminar, to be held in November.

Newark, New Jersey

A CRS conciliator met with Reverend Theodore Gibson, who was working on the Summer Task Force on Urban Problems; the meeting was held for debriefing purposes. Meetings were held with Mayor Addonizio and Mr. Threet, Executive Director of the Human Relations Commission, to discuss the role of CRS in Newark after termination of the Summer Task Force project on September 30, 1965, and what to expect from the area concerning race relations during the next few months.

Natchez, Mississippi

Tension continues. Civil rights leaders are considering plans for midnight marches in defiance of a new city ordinance which has established a curfew from midnight to 5 a.m. Eighteen locally-owned chain retail establishments are working closely with CRS and plan "visible" Negro hiring and/or job upgrading beginning October 1. CRS has talked to top management of some of the chains and helped achieve some progress through the national offices.

Klan pressure has a significant affect upon every civic and business decision in Natchez and apparently is behind the refusal of the mayor and business leaders to deal with Negro leaders who are not "local" or "respected." By their definition this refusal to deal applies to the Negro leadership of NAACP, NCC, SCLC and SNCC.

Negro leaders have requested more information on self-help programs. CRS is directing their attention to Labor, Commerce, HEW, Agriculture, and suggesting that direct applications be sent to these agencies.

Federal, State, and local programs are tightly segregated. This pattern will be cracked partially by token desegregation of Catholic schools, and by the October 1st hiring of Negroes by local merchants.

Upgrading of Negro employees in local industries still is resisted. One explanation of the recent bombing of NAACP leader's car is that he was a 20-year man at the local tire plant and upgrading to the position of foreman could not be avoided.



### Chester, Pennsylvania

CRS conciliators met with Mr. Robert Leighty, Executive Director of the Greater Chester Movement; Mayor James Gorbey; Stanley Branche, Negro ghetto leader; Mr. A. Schorder, Administrative Vice President of Scott Paper Company; and Dr. Clarence Moll, President of the Greater Chester Movement.

In addition, CRS conciliators met with other persons in the Chester area seeking solutions to chronic Negro unemployment, segregated housing, and lack of education.

CRS has been working with OEO and HEW on problems in Chester. Through CRS encouragement a proposal is now being drafted for submission to OEO relative to a program and survey grant covering Chester.

### Jonesboro, Louisiana

A CRS field conciliator revisited Jonesboro to measure the amount of progress that had been made since last spring's racial tensions. He found considerable improvement in the city's attitude toward making physical improvements in Negro sections, but little progress has been made in the area of desegregation or in compliance with the Civil Rights Act.

Tensions have abated, but are still prevalent among Negro residents. Negroes show great interest in and recognize the need for assistance in community-action type programs and government aid.

It is concluded that future troubles can be avoided and real progress achieved if CRS continues to work in Jonesboro to assist all segments in meeting community needs.

Jonesboro is the birthplace of the "Deacons For Defense and Democracy."



Crawfordville, Georgia

Crawfordville, Georgia has been the scene of racial tension for a number of months. The most recent crisis grows out of the bussing of all of the white school children to schools outside the county.

Mrs. Lola Williams, Superintendent of Public Schools, an elective office, refuses to see any employee of the Federal Government. Although CRS conciliators have not been able to discuss local school problems with her, they have thoroughly discussed school problems with the majority of the School Board members, the Chairman of the Board of County Commissioners, the Mayor, the Sheriff and the attorney for the School Board. School Board members are appointed by the County Grand Jury.

A number of SCLC staff members are present in Taliaferro County.

CRS conciliators have been courteously received by local white officials and have established good rapport with Negro civil rights workers. The political climate in this rural (Population 3,370) poverty-stricken county makes voluntary compliance with the 1964 Civil Rights Act difficult to achieve.

End of confidential section

End of report

cc: Attorney General Katzenbach  
Secretary Connor  
Undersecretary Collins  
Mr. Lee C. White

✓ Mr. John Stewart  
Mr. Ramsey Clark  
Mr. John Doar  
Lorimer Peterson  
Fred Wright

Richard Adams  
George Culberson  
Ben Holman  
Samuel Allen  
Jerome Heilbron  
Stanley HMcKinley  
Roger Wilkins  
Andrew Secrest  
George Roberts  
Harry Wilkinson

MEMORANDUM

TO: John Stewart  
FROM: Herb Beckington

*HB*

*File*

September 1, 1965

We have taken care of this matter and have Mr. Parkinson in touch with the people in the Pentagon who are responsible for this type of thing. They are happy to see him, and you can be sure will listen very carefully to his proposal.

August 31, 1965

Memo to Col. Paffel

From John Stewart

The Program Director of WEAM came in to see me the other day with the proposition that the radio station organize a troupe of young entertainers for travel to Vietnam. Not knowing at all what is involved in such an effort, I asked Parkinson, the Program Director of WEAM, to prepare a memo outlining their proposal.

If you could suggest in a brief note to Parkinson whom he might contact in the Pentagon to pursue this proposal, I think we would have fulfilled our obligations. It is obviously something the Vice President should not become involved in, but I thought we might help indicate the proper people with whom Parkinson could discuss the matter.



1390 kc • 5000W • 24 Hours a Day

• Arlington, Virginia •

—AREA  
CODE (703) 534-8300—

## — MEMO —

To : Mr. John Stewart  
Assistant to the Vice President  
of the United States  
From : Bob Parkinson  
Program Director  
Subject : Proposed Viet Nam Show  
Date : FRIDAY, August 27, 1965

Per your request, I am providing this memo which includes in rough form the basic concept of the proposal which was set forth in the Vice President's office 26 August, 1965.

WEAM RADIO which serves the Nation's Capital 24 hours a day from Arlington has at its disposal virtually all of the current talent admired by young America. WEAM would like to provide several of these acts for a touring show for the troops in Viet Nam. It is our opinion that the U.S. Military effort in Viet Nam could possibly be further enhanced from a "morale" point of view with such a show.

We suggest several vocal groups, a couple of male and female single acts, plus a back-up band, possibly one or two beauty queens, and of course one or two masters of ceremonies, all of these acts that WEAM would provide would be submitted ahead of time so that the Government would have time to run a security check. All of the above would be provided by WEAM, and would be acts of national stature and specifically appealing to the average age group in Viet Nam.

We would ask that the U.S. Government provide for us, air transportation from Washington, D.C. to Viet Nam and back and some sort of transportation between the various sites at which we would appear.

We would ask for as much protection as is humanly possible to provide.

It would simplify matters if there are existing stages, amplifiers and other p.a. equipment in the areas we visit. However, if not and if the services are unable to provide this equipment, please let us know what type of electrical service is available and we'll come up with the necessary material. Further we would ask that the Government provide us with the schedule and actual timetable. (we are assuming approximately 7 to 10 days would sufficiently cover most of the troops currently serving in Viet Nam).

Realizing there is a certain risk involved we assume of course a simple release of responsibility statement could be drawn up so as to relieve the Government.

John, we do appreciate your time and effort on behalf of this project as we feel it's about time that some of us back here show the boys over there that we are willing to do more than simply give lip service. We do hope that the project can be culminated in a trip to Viet Nam. Thanks for your efforts in this area, and for your support on our Job Corps shows.



U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

OFFICE OF THE DIRECTOR

September 23, 1965

Official Use Only

EO  
FYI

MEMORANDUM

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

FROM : Calvin Kytle, Acting Director

SUBJECT: Summary of Activities of Community Relations  
Service for the Week Ending September 22, 1965

Media Relations

A CRS Media Staffer and a film crew completed the filming of a documentary on the Mercer University Tutorial Project in Macon, Georgia. Developed to provide special classes for Negro school pupils integrated into previously all-white schools, the Project is sponsored by the Macon Council on Human Relations with assistance from University faculty and students. It is an effort of the Council to help Negro youngsters bridge the "education gap" resulting from years of segregated schools.

A CRS edited Facts Kit on Civil Rights has been prepared to provide a comprehensive report on activities of Federal agencies in the civil rights field. The kit will be presented to editors and reporters at a luncheon of the Atlanta Press Club scheduled for Friday, September 24, in Atlanta, Georgia. Luncheon speakers include Calvin Kytle, CRS Acting Director; George Culberson, Associate Director for Conciliation; and Ben Holman, Assistant Director for Media Relations.



## Conciliation

What follows is confidential and should not be generally distributed.

Communities requiring the most urgent attention this week: Natchez, Mississippi; Monroe, Louisiana; Wetumpka, Alabama; and Dorchester County, South Carolina.

Communities requiring continuing action: St. Augustine, Florida; Thomasville, Bainbridge and Americus, Georgia; Chester and Philadelphia, Pennsylvania; Boston, Massachusetts; Dothen and Greensboro, Alabama; Bogalusa and Jonesboro, Louisiana; and Miller County, Georgia.

New cases accepted: Wetumpka, Alabama, and in Mississippi, general problems growing out of the new tuition law.

### Natchez, Mississippi

Tension continued to build in Natchez over the past week in spite of order being enforced by the State Patrol. Retail merchants have been damaged by a boycott of local stores and are anxious to reach some rapprochement with civil rights forces. CRS efforts have concentrated on Chamber of Commerce and business leaders to help them meet Negro grievances and needs in the area of employment. It is believed that tension can be relieved if some agreement can be reached by October 1.

Differences between rival Negro groups in Natchez threaten to undermine tentative agreements reached through negotiation. CRS has managed to mend this rift and bring white and Negro sides closer together. Management in the home offices of a number of chain stores with outlets in Natchez have been contacted. Their cooperation has been enlisted in efforts to get local merchants to change their employment practices.

Business leadership appears to be well in advance of political and police authorities in the community. Law enforcement is still very much of a problem, and civil rights groups may be forced to step up protests and demonstrations if better law enforcement is not provided. The increased overt tensions caused by stepped up demonstrations, rallies and picketing could interfere with agreements about to be reached between merchants and Negro leaders.

CRS has maintained liaison with the departments of Agriculture, HEW, and Justice.

Natchez is still a tightly segregated city. The school board has not proposed an acceptable plan to HEW and no Negro children attend white schools. The hospital, partly financed by Hill-Burton money, has not been desegregated. Most Federal offices maintain an all-white posture, and the KKK and certain "ad hoc" white vigilante groups contribute to a highly volatile situation that contains potential violence. CRS conciliators have received threatening telephone calls. The extent to which violence may erupt probably depends upon decisions of various civil rights groups to enter the community in stronger numbers and with a more determined posture.

#### Monroe, Louisiana

Monroe is a good illustration of a Southern community which contains elements of racial unrest but few overt acts producing outward tension. The potential is there for serious trouble later if community needs are not met. The problems are across the board -- employment, housing, education, recreation, health and political representation. There is little evidence that the power structure is interested in meeting these demands.

Thus, the stage is set for an explosion if the issues are ever joined under dynamic Negro leadership. At present, such leadership is lacking and little protest has been mounted. It is the feeling of CRS conciliators in the area that a fundamental job must be done in Monroe to assist local Negro leaders organize themselves into a group which can initiate a number of self-help projects to meet the needs of the disadvantaged. Such a group could utilize many of the Federal programs available without having to gain the approval of the white power structure or the municipal administration.

The CRS conciliator has also begun work with some of the whites and Negroes with the view of establishing an effective biracial committee, either official or unofficial. The Mayor and other officials do not favor the idea of an official biracial committee, but there are influential private citizens who do. Work is also being done to coordinate local efforts with those of the recently

established Louisiana Commission on Rights and Responsibilities in the belief that through such efforts, progress toward establishing a biracial committee will be made.

Wetumpka, Alabama

A report was received on community tension developing here as a result of harassment by white students of the 18 Negro students who entered the hitherto white high school for the first time this fall.

A Negro girl was suspended from school because she had stabbed a white boy in the back with a pencil. The boy, along with other youths, had harassed and taunted her. The youth was not badly hurt. A trial date was set for Monday, September 20. A CRS conciliator investigated the matter and persuaded the sheriff to postpone the trial until October 4 and allow both parties a chance to settle the case quietly out of court.

A CRS conciliator also consulted with school officials and requested that they take steps to end the harassment of the students not only to improve school administration, but also to promote better relations between the races in the community.

The conciliator has received a favorable response from both sides. He reports an improving atmosphere in Wetumpka, and there is now good reason to believe that the stabbing incident will be settled amicably, and that the situation in the school and community is improving.

Americus, Georgia

The Superintendent of Schools was advised by CRS conciliators to exercise stronger control over white students who harass newly enrolled Negro students and to encourage the faculty to come out against such harassment. The Board of Election officials in the Sumpter County was asked to consider rescheduling voter registration hours to enable persons who work to register in the evening or on Saturday. Americus officials have appointed their first two Negro policemen.



County Attorney, Warren Fortsen, is moving his residence and practice to Atlanta because of threats, intimidations and harassments. Dr. Lloyd Moll, who has also been a leader for civil rights in Americus, has his home up for sale and is planning to leave the city.

Dorchester County, South Carolina

The area has had sporadic demonstrations for the past three months led by CORE. Negro grievances center on schools, police-community relations, voter registration and employment. CRS field staff in the area held meetings with Civil Rights leaders, State Senators and other local leaders. No communication between Negroes and whites was developed, and no improvement of conditions was achieved. HEW, Justice and the South Carolina Law Enforcement Division have been contacted and work is progressing in this area.

St. Augustine, Florida

The regularly assigned CRS conciliator has been directly involved with the implementation of self-help projects including the selection of a community group to sponsor an OEO proposal for a credit union; (The Credit Union National Association has promised to provide technical assistance); the establishment of a chain store committee to encourage employers to hire Negroes; and the formation of an education committee to gather information about college and graduate school scholarships. The Southern Education Foundation has made a grant of \$1,000 to carry out a project to enrich the cultural background of 20 Negro teenagers. Other CRS activities continue in the area and are in the formulation stages.

Boston, Massachusetts

Another potentially explosive situation remains unresolved as Negro parents continue taking their children to schools outside their own attendance area because of racial imbalance and substandard schools in Negro neighborhoods. The Negro parents are operating under Boston's new "open enrollment" policy.

Most Negro parents cannot, however, afford the expense of

transportation, and the School Committee has refused to pay for such transportation this year. There is evidence that Negro energies are being dissipated in the struggle, along with patience on both sides. The problem was further complicated by the re-election, by a large majority, this week of Mrs. Louise Day Hicks, Chairman of the Committee. Other incumbents also triumphed in this primary, with the general election another six weeks away.

The services of two men in the Boston area were solicited by the Conciliation Division of CRS. They are keeping in touch with all sides in the school dispute and seeking some way out of the dilemma, the best hope being that the School Committee will follow the advice of the School Superintendent, the Mayor, and the State Board of Education, and revert to a policy of bussing students out of overcrowded schools.

End of confidential section

End of report

cc: Honorable Lee White  
Secretary Connor  
Governor Collins  
Stanley McKinley  
✓ John Stewart  
John Doar  
Roger Wilkins  
George Culberson

Harry Wilkinson  
Richard Adams  
Samuel Allen  
Jerome Heilbron  
Ben Holman  
George Roberts  
Andrew Secrest  
Fred Wright  
Lorimer Peterson

HGWilkinson:sr:9/23/65





U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

*File w/PC*

OFFICE OF THE DIRECTOR

September 23, 1965

*Winnie, cannot find anything on this.*



The Vice President  
United States Senate  
Washington, D. C.

Dear Mr. Vice President:

Thank you for calling our attention to the complaint your office received about an assault on Professor Ben-Zion Wardy of Tuskegee Institute, Tuskegee, Alabama.

One of the conciliators from this agency was in Tuskegee in late July and is familiar with the general situation in that community. Tuskegee offers at once an encouraging and a discouraging picture. It is perhaps the most progressive community in the State of Alabama in terms of Negro participation in civic life and political development. There are many strong Negro leaders, most of them drawn from Tuskegee Institute itself, who belong to many civic organizations and sit on integrated public boards and committees.

There is a great deal of communication between white and Negro citizens, especially at the public level, and this is a continuing and growing thing. There is, however, another side to the coin, a familiar story of distrust, fear, hostility and suspicion, and unfortunately, much of this has centered around efforts of Negro students to attend churches in Tuskegee which have been traditionally reserved for white membership only. There is also a white "private" school which was organized a few years ago to avoid integration, and support of this school by white families appears to be growing. This in turn tends to aggravate race relations.

Our conciliators have met Professor Wardy, but they have not been in Tuskegee since the incidents occurred to which Mr. Smith referred in his letter to you of September 8. From their knowledge of the town, however,

and the individuals involved, it is their view that this is not a matter which is likely to involve a pattern of community tension.

It is, as your letter to Mr. Smith suggests, a legal matter which directs itself more to the Department of Justice. The Community Relations Service does, however, intend to maintain an active interest in the town of Tuskegee.

Sincerely,

A handwritten signature in cursive script, reading "George W. Culberson". The signature is written in dark ink and is positioned above the printed name and title.

George W. Culberson  
Associate Director for  
Conciliation

COPY

September 10, 1965

Dear Mr. Creger:

Concerning your letter relating to possible violence in Little Rock, I think this information could be usefully relayed to the Civil Rights Division of the Department of Justice. This kind of problem is coordinated through their offices.

As you know, John Doar is now head of the Division.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. Ralph Creger  
14 Rosemont Drive  
Little Rock, Arkansas

Little Rock, Arkansas  
August 31, 1965

Mr. John Stewart  
Assistant to the Vice-President  
Suite 5121 New Senate Office Building  
Washington, D.C.

Dear Mr. Stewart,

You may recall, from reading my book, that in my dedications I mentioned a blind colored woman, Mrs. I. S. McClinton. Mrs. McClinton called my wife yesterday, and asked about my progress getting into E.E.O.C. Then, later in the conversation, she told my wife she had gotten hold of a rumor that there were some Negroes from outside Little Rock, together with some of the more activist type in Little Rock, planning some "Los Angeles Type" trouble here in Little Rock. After my wife told me about it I called Mrs. McClinton at once, and tried to find out what I could. She said maybe she had talked out of turn, but she did tell me if she heard any more, and anything definite she would call me. The McClintons have been active in various phases of civil rights work, but would be considered moderate. She said most Negroes here were happy with the progress being made and did not want trouble of any kind. Mr. McClinton is president of the Arkansas Negro Democratic Voters Association. He knows Congressman Mills quite well I believe.

Now my question is, if I do get any information that means anything, who should I tell. I thought perhaps Calvin Kytte's Commission would want to know, or perhaps the district Civil Rights Office in Memphis. If something like this were brewing, and it could be aborted, I am sure this would be preferable to letting nature take it's course. As I say, I have no definite information, but I may get some. I'd like advice as to what course I should take if I do. This may amount to nothing, but on the other hand the McClintons generally know pretty well what is going on in the Negro community.

Sincerely,

*Ralph Creger*  
Ralph Creger  
14 Rosemont Drive  
Little Rock, Ark.

COPY

September 21, 1965

Memo to Dave Filvaroff

From John Stewart

In case you missed it, you'll be interested in the attached article by Elinor Langer appearing in a recent issue of SCIENCE. Also note this to Wiley Branton.



COPY

September 13, 1965

Dear Mr. Hickerson:

The Vice President has asked me to respond to your recent letter.

I am confident the FCC will look into this matter carefully. Your letter is also being called to the attention of the Civil Rights Division of the Department of Justice.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. George H. Hickerson  
533 West 112th Street  
New York, New York 10025

JS/ep/CR - Dept of Justice complaint

September 27, 1965

Dear Mr. Newman:

Thank you for the copy of your telegram to the Vice President. We are in touch with the Department of Justice and have brought these facts to their attention.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. I. DeQuincy Newman  
NAAEP Field Director  
2022 Taylor Street  
Columbia, South Carolina

## CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION  
TELEGRAM

W. F. MARSHALL  
CHAIRMAN OF THE BOARD

R. W. McFALL  
PRESIDENT

## SYMBOLS

DL = Day Letter

NL = Night Letter

LT = International  
Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination.

NFB155 (42)AA202

A CMA170 PD 5 EXTRA COLUMBIA SOCAR 22 1117A EET

JOHN STEWART, OFFICE OF VICE PRES

1965 SEP 22 PM 12 55

SENATE OFFICE BLDG WASHDC 5/13 ✓

AT SUGGESTION OF CLARENCE MITCHELL THE FOLLOWING TELEGRAM HAS BEEN EENT TO THE VICE PRESIDENT QUOTE YOUR ATTENTION IS RESPECTFULLY CALLED TO FAILURE OF US DEPARTMENT OF JUSTICE TO SEND THE FEDERAL REGISTRARS INTO BARNWELL COUNTY SC TO REGISTER NEGROES WHO OTHERWISE WILL NOT BE ABLE TO DO SO. PETITION SIGNED BY 34 NEGROES WHO WERE DENIED THE RIGHT TO REGISTER SUBMITTED TO JUSTICE DEPARTMENT AUG 7. ANOTHER PETITION SIGNED BY 40 OUT OF 300 NEGROES LEFT WAITING IN REGISTRATION LINE WHEN BOOKS CLOSED ON LABOR DAY SUBMITTED TO JUSTICE DEPARTMENT SEPT 7. NEGRO CITIZENS OF BARNWELL COUNTY HAVE BEEN SUBJECTED TO HARASSMENT DUE TO THEIR VOTER REGISTRATION EFFORTS. ARRESTS HAVE BEEN MADE FOR PICKETING WITHOUT A PERMIT. WATER FOUNTAINS CUT OFF

## CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

# WESTERN UNION

## TELEGRAM

W. P. MARSHALL  
CHAIRMAN OF THE BOARD

R. W. MCFALL  
PRESIDENT

## SYMBOLS

DL = Day Letter

NL = Night Letter

LT = International  
Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

AND REST ROOMS LOCKED AT COURTHOUSE IN BARNWELL WHEN MORE THAN  
700 NEGROES GATHERED TO BE REGISTERED SEPT 6TH. PICKETING OF  
US POST OFFICE IN CITY OF BARNWELL TO BE RESUMED THIS AFTERNOON  
IN SPITE OF THREATS OF VIOLENCE TO PROTEST FAILURE OF JUSTICE  
DEPARTMENT TO ACT IN BEHALF OF DISFRANCHISED COLORED PEOPLE  
OF BARNWELL COUNTY END QUOTE

I DEQUINCY NEWMAN NAACP FIELD DIRECTOR 2022 TAYLOR ST COLUMBIA  
SC

34 7 40 300 7 700 6 2022  
(37).

JS/ep/CR - Justice complaints

September 27, 1965

Dear Mr. Robinson:

This is to acknowledge your telegram to the Vice President.

We have asked the Department of Justice to give us a full report on the situation in St. George. Thank you for bringing these problems to our attention.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. Frank Robinson  
CORE  
107 Franklin Street  
St. George, South Carolina



## CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

# WESTERN UNION

## TELEGRAM

W. P. MARSHALL  
CHAIRMAN OF THE BOARD

R. W. McFALL  
PRESIDENT

## SYMBOLS

DL=Day Letter

NL=Night Letter

LT=International  
Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination.

LLA013 (21)AA315

A CMA292 NL PD TDCM ST GEORGE SOCAR 18

HON H H HUMPHREYS, VICE PRES WASHDC

REQUEST IMMEDIATE INVESTIGATION OF ARREST OF VAN DE LEE FOR  
SIMPLE ASSAULT TODAY WHILE ON PICKET LINE. FRAMEUP CRIMINAL  
CHARGE ITS CLEAR CASE OF CONSPIRACY BY LOCAL OFFICIALS TO DENY  
FIRST AND 14 AMENDMENTS RIGHTS REQUEST IMMEDIATE INVESTIGATION  
AND FEDERAL PROSECURITION UNDER 18 USC 241 SUBJECT SUBMIT FURTHER  
FEDERAL INACTION WILL RESULT IN ANOTHER BOGALUSA

FRANK ROBINSON CONGRESS OF RACIAL EQUALITY 107 FRANKLIN ST  
ST GEORGE PHONE 563-4377 - SUMTER SC PHONE NUMBER 773-6362

14 18 USC 241 107 563-4377 773-6362.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506

September 17, 1965

The Honorable  
Hubert H. Humphrey  
The Vice President  
Washington, D. C.



*File  
with  
P.C.*

Dear Mr. Vice President:

Many, many thanks for your kind letter of September 14, concerning our employment policies and results.

We are actively seeking talented Mexican-Americans and Puerto Ricans and women for both our New York staff and several of our field offices. I will keep you informed as we continue to fill out our employment quota.

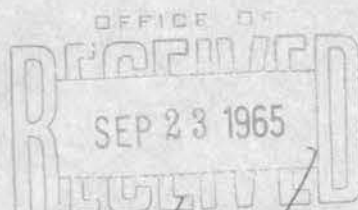
I released your letter to the press at my press briefing on Thursday afternoon, September 16, and am sending copies of it to the leaders of the civil rights groups that attended my meeting on Wednesday, September 15.

With warm regards,

Sincerely yours,

*Franklin D. Roosevelt, Jr.*  
Franklin D. Roosevelt, Jr.  
Chairman

FDR:cal  
(Dictated but not read)



The American Consul  
American Embassy  
Quito, Ecuador

Thomas J. Cole  
20730 Coral Sea Road  
Perrine, Florida 33157

September 22, 1965

*File*

*US/4/CR EEOC*

Dear Sir:

Please refer to Mr. Harry M. Lofton's letter to me of May 27, 1965, and from which I quote:

"...Several weeks ago the Embassy addressed a letter to the appropriate Official in the Ecuadorian Ministry of Foreign Affairs with respect to your last request. No reply has been yet received. When the reply is received the signature on the document will be authenticated and forwarded to you...."

The document to which Mr. Lofton and I refer is "solicitud" from Compania Bananera del Ecuador (UNITED FRUIT COMPANY) of September, 1957, to Ecuador's "Direccion General de Inmigracion y Extranjeria" to effect that I be admitted as an American resident, "Contratado" of said company, with visa to be affixed to my U. S. Passport No. 536708 at New York City, and that deposit of guarantees be waived in view of contract which said Cia. Bananera had with the Government of the Republic of Ecuador.

Previously, Colonel Jamie Quiroz O., Director General of Ecuador's Immigration Department, advised me that a copy of this company's request could be released only through the good offices of the American Embassy (his letter to me of April 9, 1965).

As recently as last month the Ecuadorian Under-Secretary for Economic Affairs in the Foreign Ministry confirmed that Ecuador allowed me to enter as an American citizen, "Contratado" of United Fruit Company subsidiary, et cetera. However, to establish without a doubt New York's jurisdiction in my case versus UNITED FRUIT COMPANY; in view of this company's denial to produce facts in the case following its fraudulent allegation in Florida that it had never regarded me to be an American citizen; to ascertain that in line with the 1940 Nationality Act I worked legally in Ecuador as an American employed by a domestic American concern, I must respectfully insist that copy of Cia. Bananera's letter, on file with Ecuadorian authorities, be produced immediately. I am aware of UNITED FRUIT COMPANY assertion that because of its "influence" its letter of request that Ecuador admit me as a resident from New York would never be in my possession--but I have other ideas regarding Ecuador's national sovereignty. May I hear from you as to status of your request to Ecuadorian Foreign Ministry, sir.

Very truly yours,

cc: Mr. Hubert H. Humphrey -- pls. refer to file.  
Foreign Minister -- Quito, Ecuador  
Miss C. C. Hafele -- Secretary, WCB, Case 06558012, NY  
Mr. J. Sidreourges -- Attorney, E.P.V.A., NY

*T. J. Cole*

JSep/CR EEOC  
Thomas J. Cole  
20730 Coral Sea Road  
Perrine, Florida 33157

September 4, 1965

PC  
OFFICE OF  
RECEIVED  
SEP 10 1965  
VICE PRESIDENT  
Mr. Paul B. Carr  
American Consul  
Tegucigalpa, Honduras

Dear Mr. Carr:

Please refer to recent exchange of correspondence with respect to UNITED FRUIT COMPANY allegation that it employed me as a Cuban citizen in its Tela Railroad Company Honduran subsidiary. In fact, on August 12, 1964, it categorically stated that I was a Cuban national ("deposition" which it later introduced before Florida Industrial Commission; Senator George A. Smathers wrote directly to Tallahassee in refutation of UNITED FRUIT COMPANY claim--however, I have now transferred my claim before N. Y. State Workmen's Compensation Board).

In refutation of company's own claim, I also have "solemnly sworn" affidavit by former personnel director of UNITED FRUIT COMPANY, Mr. Edwin G. Norling, on my 1957 U. S. passport application, that I was an American citizen when he had known for the preceding seven years. Should the company persist in its fraudulent claim I shall have to invite Department of Justice inquiry with respect to its statements and Mr. Norling's affidavit.

You were able to obtain Honduran Immigration statement that I went to Honduras as an American. Later, one Fred Sheehy, representative of Tela Railroad Company at Tegucigalpa, orally informed you that "Tela Railroad Company had never challenged (my) United States citizenship." As you know, I then requested that Mr. Sheehy's statement to you be expressed in writing. Instead, Mr. Sheehy then informed you that the Boston office of UNITED FRUIT COMPANY had advised him not to give the American Embassy any data with respect to me, and that it could not cooperate with you on the matter. Indeed, that the request was not "reasonable."

When I accepted transfer to Honduras I allowed the company to remove me from paid sick leave pension. You have sighted my copies of letters from UNITED FRUIT COMPANY officials shewing that they were "actively working" towards obtaining my entry (my diagnosis of "Guillain-Barre syndrome" mystified Honduran officials who were not, accordingly, of a mind to let me enter Honduras). This company paid costs of my American passport; it paid costs of my transfer, including return passage to New York City on SS Arctic Tern (I have Dept. of Justice advice on this)--solely as an American.

Under provisions of 1940 Nationality Act, please ascertain if in your judgment I was legally employed by an American corporation to work as an American abroad, and inform me of your findings at earliest possible date.

Sincerely yours,

cc: Mr. Hubert H. Humphrey--pls. refer to prev. corresp.  
Sen. George A. Smathers--  
Honduran Foreign Ministry  
Mr. Dean Rusk (attn. PPT)

NY WCB -- Case 0655 8012 (Attn. Mrs. Murray)  
TJC:Ce

J. Cole



PC

Mr. Robert D. Johnson  
Acting Deputy Director  
Passport Office  
State Department  
Washington, D.C.

JS/ep/CR EEOC  
Thomas J. Cole  
20730 Coral Sea Road  
Perrine, Florida 33157

September 22, 1965



Dear Mr. Johnson:

Please refer to previous correspondence with respect to fraudulent representations by UNITED FRUIT COMPANY in re to my American citizenship. As you know, I am particularly interested in Ecuador, since it was in that country that I became paralyzed from a mesquite-berne infection.

I have completed my foundation with regard to Cuba. Mr. Harry W. Story, American Vice Consul, Santiago de Cuba, Cuba, satisfied himself in April, 1947, that I was legally employed by an American concern (United Fruit Sugar Company) as an American. I also have Cuban documents (re-entry permits, Labor Bureau permits, alien 'carnet' revalidated from 1942) as well as U. S. Justice Department--Immigration confirmation that United Fruit Company vessels transported me from Cuba (as well as from Honduras) as an American.

Honduras does not interest me as much. However, Mr. Paul B. Carr, American Consul at Tegucigalpa, was most helpful. I have asked Mr. Carr for further data, but I realize the difficulties he faces from agent of Tela Railroad Company. This agent originally advised Mr. Carr that Tela RR had "never challenged" my American citizenship--but refused to translate the information in writing, alleging that Mr. Carr's request was "not reasonable," and that the Boston office of United Fruit Company had requested him not to advise the American Consulate on details of my residence in Honduras in 1960.

For the purpose of traveling to Ecuador, United Fruit Company purchased my American Passport No. 536708. In "Affidavit of Identifying Witness" of said passport application, a former personnel director of UNITED FRUIT COMPANY, Edwin G. Norling, solemnly swears that I am a citizen of the United States; although, in August, 1964, attorneys for UNITED FRUIT COMPANY allege before Florida Industrial Commission, Workmen's Compensation Division, that it has never known me to be an American. That I was born in Cuba and the company always "considered" me to be a Cuban. (My case is now before New York State Workmen's Compensation Board, with Florida Industrial Commission holding "courtesy" hearings.)

For purposes of establishing under the 1940 Nationality Act that I worked in Ecuador from November, 1952, to May, 1956, as an American, so employed by an American concern, I respectfully request your investigation. Please advise me results of your inquiry--and please be assured of my desire to cooperate with you. My former employer, UNITED FRUIT COMPANY, should be contacted

JK



Mr. Robert D. Johnson

- 2 -

to determine if it sent me to Ecuador from Cuba as a Cuban (although solemnly swearing that I am an American), although the Republic of Ecuador advises me that it allowed my entry only as an American.

You have already been advised by the American Vice Consul in Guayaquil, Ecuador (I met the previous American Vice Consul at Guayaquil at bridge parties in the home of manager for U. F. Co.), that to comply with my request that he ascertain if U. F. Co. arranged for my medical evacuation (I was completely paralyzed) in May, 1958, would be too involved in view of his many other pressing duties.

I shall therefore phrase my request as follows:

In line with guide-lines established by the 1940 Nationality Act-- matters which come under your jurisdiction; or the jurisdiction of the legal bureau in State;

1. Did UNITED FRUIT COMPANY employ me as an American citizen in Ecuador from November, 1957, to May 20, 1958.
2. Did UNITED FRUIT COMPANY request my entry from Ecuadorian Foreign Ministry of Quito on basis of my U. S. Passport No. 536708, issued at Boston, Mass.?

In closing, I wish to thank you for your advice and help as rendered in the past. PPT was most helpful in drawing my attention to identifying witness in my 1957 passport -- no other than an official of UNITED FRUIT COMPANY. The matter had escaped my otherwise fairly good memory.

Sincerely yours,



cc: Mr. Hubert H. Humphrey, U. S. Vice President  
Mr. George A. Smathers, U. S. Senator

COPY

September 21, 1965

Dear Mr. Gallagher:

Thank you very much for the summary of your scheduled inaugural conference on interracial relations. The results of this conference will be relevant to the federal government's civil rights activities, and the Vice President would indeed appreciate receiving such reports or papers as you may consider helpful.

Your kind offer of assistance has been noted. It is quite likely that we shall have future occasion to take advantage of it, or at least work in conjunction with you toward common goals.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the Vice President

Mr. James J. Gallagher  
Executive Director  
The John LaFarge Institute  
106 West 56th Street  
New York, New York 10019

# The John LaFarge Institute

106 West 56th Street, New York, N.Y. 10019 (212) 581-4640

James J. Gallagher  
Executive Director

September 17, 1965

Mr. John Stewart  
Assistant to the Vice President  
Executive Office Building  
Washington 25, D.C.

Dear Mr. Stewart:

Some months ago, Father Walter Abbott, Director of this Institute, spoke with Vice President Humphrey about the work of this new Institute, and forwarded copies of our printed material then available.

More recently we have put together a summary of our inaugural conference, which will be concerned with racial relations. Because of Mr. Humphrey's interest in this field, may I request that you bring its contents to his attention.

May I also extend to you an offer of assistance from this Institute when you are working in the field of inter-religious and interracial relations. It would appear obvious that our interest would at times overlap, and I would welcome an opportunity to review such possibilities.

Sincerely yours,



James J. Gallagher

# The John LaFarge Institute

106 West 56th Street, New York, N.Y. 10019 (212) 581-4640

The John LaFarge Institute is a new center for interreligious and interracial conferences. It proposes to bring together leaders from the many sectors of our racially mixed and pluralistic society for informed discussions. By providing the atmosphere and the opportunity for frank talk and free exchange of ideas, the Institute hopes to act as a catalyst for both greater understanding and better cooperation among all men in matters of religion and race.

During the fall and winter of 1965-66, the Institute will conduct two conference programs. The first, on interracial relations, is outlined below. The second, on interreligious matters, is being planned.

## Inaugural Conference on Interracial Relations

### Theme: "Commitment to Equality"

- examining how churches and church men will respond to the changing directions of the civil rights movement

Dates: Monday and Tuesday, November 8 and 9, 1965

### Content:

In close to a decade between the Montgomery bus boycott and the Selma march, U.S. churches made significant, if admittedly tardy, contributions to the movement for civil rights. Leaders of the movement have said that the efforts of church men contributed notably to passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965. The effectiveness of those efforts created, in turn, two new challenges for both religious and civil rights groups. This conference will examine these challenges:

1. To determine appropriate goals and strategy for future activity by church groups in the changing civil rights struggle. The laws noted above fulfilled to a large degree the original drive for civil rights - and propelled the movement into a completely new phase. Implementing the laws, it is true, will require much more effort. But at the same time, men responsible for leadership must move ahead with planning and coordinating ways to achieve full participation in society by minority-group citizens.

2. To promote among the communicants of the nation's churches a deep and personal involvement in the cause of equality. An alarming gap now exists between the civil rights statements of religious leaders and the racial practices of individual churches and their members. Frequently church men active in civil rights work do not enjoy even token support from their communities. Even more than the laws against discrimination, the new struggle for equality will require a broad base of religious support.

Format:

This conference will comprise two days of discussion in November.

Preparing for it, the Institute is convening a one-day meeting in September attended by members of the Institute board and civil rights leaders representing NAACP, Urban League, CORE, SNCC, Southern Christian Leadership Conference and the A. Philip Randolph Institute. This meeting will review the directions planned for future activity by the major civil rights groups. Out of the review will come suggestions for a position paper on the future of the civil rights movement. This paper will serve as the keynote for the November conference. All participants will receive study copies in advance.

Participants:

A limited group of 25 to 30 persons will attend the inaugural conference. The conferees will be selected to include leaders of civil rights organizations and church groups involved in civil rights work. It will also include community leaders and men of religious background who are not church officials, but engaged in government, business, labor, education or other fields, and concerned with civil rights.

Follow-up:

The first John LaFarge Institute conference will yield, it is hoped, two elusive but essential contributions to the future of interracial relations:

1. Clarification of the goals of civil rights activities, as they relate to church organizations during the coming years, with greater understanding of the different approaches to be used to achieve the goals;
2. Better understanding and coordination among the men participating in the conference, and, consequently, among the groups they influence, as they work individually toward common objectives.



An immediate and tangible product of the conference will be publication of the keynote paper, which will itself be a valuable analysis of the future of civil rights.

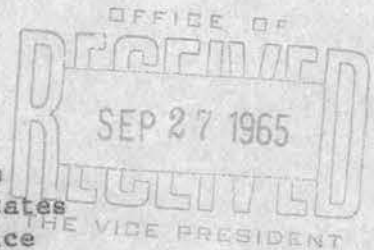
Other reports and papers may be published as a result of the conference discussions. Since sessions will not be open to the press or public, publication of remarks or conclusions must be authorized by the participants themselves. Announcements of the conference theme and dates will be released late in October.

##

September, 1965

CR. Justice  
File

September 23, 1965



Honorable Nicholas DeB Katzenbach  
Attorney General of the United States  
United States Department of Justice  
Washington, D. C.

Dear Mr. Attorney General:

I wish to call to your attention that Attorney Henry E. Frye, Greensboro, North Carolina, Assistant to the United States Attorney for the Middle District of North Carolina, has resigned his post, effective September 1, 1965, to become a member of the faculty of the North Carolina College Law School. You may recall that Mr. Frye was the only Negro serving in such a capacity in this state.

We are concerned that we continue to have Negroes serving in such positions. We are concerned not only with the Middle District, but the Eastern and Western Districts of our state as well. We request, therefore, that you lend whatever assistance you can to secure the appointment of at least one Negro to the post of Assistant United States Attorney in each of the districts of our state.

May we hear from you in this regard.

Very truly yours,

SOUTHEASTERN LAWYERS ASSOCIATION

M. C. Burt, Jr., Secretary

MCBJr:mvw

CC: Honorable Hubert H. Humphrey  
Vice President of the United States

Honorable Louis Martin, Deputy Chairman  
National Democratic Executive Committee

Honorable John H. Wheeler  
Member President's Committee on Equal Employment  
Opportunity



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
WASHINGTON, D.C. 20506

SEP 8 1965

*Winn*



Mr. Dennis Montgomery  
1634 Caldwell  
Shreveport, Louisiana

Dear Mr. Montgomery:

Vice President Humphrey has sent me your recent letter to him concerning your employment situation. The Vice President requested that we determine whether this Commission could be of help to you.

The law which established the Equal Employment Opportunity Commission does not give us jurisdiction over the employment practices of state governments. Therefore, your employment by the State of Louisiana precludes us from taking action in your case.

Again, I regret we cannot be of help to you in this matter, and hope that a solution to your problem may be found in some other area.

I am referring a copy of your letter to the Department of Labor which may be able to assist you.

Sincerely yours,

(Signed) N. Thompson Powers

N. Thompson Powers  
Executive Director

cc: ✓ The Vice President

OFFICE OF THE VICE PRESIDENT  
WASHINGTON, D.C.

August 16, 1965

TO: Mr. N. Thompson Powers  
EEOC

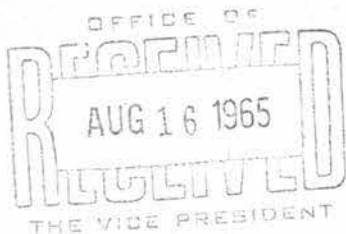
Enclosed is correspondence received by my  
office. It has been acknowledged.

In your reply to the correspondent, it will  
be appreciated if you will mention that I  
have forwarded the inquiry for your consid-  
eration.

Thank you.

A handwritten signature in cursive script, reading "Hubert H. Humphrey". The signature is written in dark ink and is positioned above the printed name.

Hubert H. Humphrey



1965 11 1965

Shreveport, La.  
August, II, 1965

Mr. Hubert H. Humphrey  
Vice President of the U.S.A  
Washington 25, D.C.

Sir:

I take this method to ask for assistance or guidance as to what I should do next.

I am a Negro, born in the state of La. I am 48 years old the father of three boys, all of whom I am trying to educate. The older boy is in his senior year this fall in Grambling College, the middle son in high school, and the baby in Junior high. I am a veteran of world war two with the purple heart six battle stars, good conduct medal, and honorably discharged. I am presently employed by the State of La. State office building, 1237 Murphy St. Shreveport, La. My salary is two hundred and thirty four dollars per. month. Also a Sunday school teacher for the Midway NO. 1, Baptist Church, Shreveport La. I have a ninth grade education, and a business course taken under the G.I. bill at Spaulding business college Sport, La.

After being wounded the last time in Germany, I was declared unfit for the service and discharged on disability, I now draw ten per. cent. I was in many hospitals overseas and stateside, finally arriving at Brooks Conv. Hospital in Fort, Sam Houston Texas. There I decided to take schooling in a trade to earn a living for my family and I. I feared I would never walk again. So I enrolled in aircondition and refrigeration, and was given a certificate to that effect. After trying to gain employment at many firms only to be told I did not have the experience. I finally landed the job I now hold over the last eight years. I am classified as a labor, but I am made to train men to be engineers at the price of my schooling to teach them to maintain the equipment, when they know nothing about the job but there is one catch the men I train are all white. so I will never be given credit or earn the salary for what I put in long hours to learn as long as these customs prevail. I have trained six engineers only to see them step up to a living wage and I am never mentioned. So I ask you sir how am I to ever get paid for what I was trained to do by the U.S.

Army. I also tried the  
Federal government and was  
told the same thing

Respectfully Yours,

*Dennis Montgomery*  
Dennis Montgomery

1634 Caldwell  
Shreveport, La.

XERO  
COPY

XERO  
COPY

XERO  
COPY

XERO  
COPY

#414



OCTOBER 21, 1965

JS/ep/CR - Community Rel. Svc.

Memorandum to the Vice President

From John Stewart

You asked me to touch base with Calvin Kytle of the Community Relations Service since the reorganization was announced. There continues to be a good deal of apprehension at CRS about their future in the Justice Department. There have been no real firm decisions made as to the position which the Service will assume in the Department of Justice bureaucracy.

While I acknowledge readily some of the difficulties which have cropped up at CRS, we should not lose sight of the fact that this agency has provided the Federal government with a valuable resource to prevent civil rights problems from getting out of hand. They have been active in a number of Southern communities during their one-year history and have performed a number of valuable services during that period.

I think it would be most unfortunate if the Service found itself limited solely to those kinds of activity like Selma or Bogalusa where the problem is already largely beyond the quiet mediation stage. Where CRS has done its work most effectively, the matter has never even come to the attention of officials in Washington. In other words, it would be a mistake if we forfeited this valuable tool for the sake of achieving greater coordination with the more traditional activities of the Justice Department.

I have asked Kytle to keep me advised as to the status of the reorganization within Justice and will, in turn, keep you advised. But you might want to express this thought to the Attorney General if the chance ever presented itself.



U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

OFFICE OF THE DIRECTOR

October 7, 1965

CD  
FV  
J

Official Use Only

MEMORANDUM

TO : Mr. Wiley A. Branton, Executive Secretary  
President's Council on Equal Opportunity

FROM : Calvin Kytle, Acting Director

SUBJECT: Summary of Activities of Community Relations  
Service for the Week Ending October 6, 1965

Conciliation

What follows is confidential and should not be generally distributed

Communities requiring the most urgent attention this week:  
Natchez, Mississippi; Springfield, Massachusetts; Vanceboro and  
New Bern, North Carolina; Elizabeth, New Jersey; and Thomasville,  
Georgia.

Communities requiring continuing action: Thomasville, Bainbridge,  
and Crawfordville, Georgia; Springfield, Massachusetts; Bogalusa,  
and New Orleans, Louisiana; Salt Lake City, Utah; Seattle, Washington;  
Jackson, Mississippi; Baton Rouge, Louisiana; Griffin, York,  
Demopolis and Greensboro, Alabama; Elizabeth and Camden,  
New Jersey; Gainesville, Georgia; and Vanceboro and Raleigh,  
North Carolina.

New cases accepted: Forest City, Arkansas; Jersey City, New  
Jersey; Valdosta (Lowndes County), Georgia; Birmingham, Alabama;  
and Miller County, Georgia.

Natchez, Mississippi

In response to CRS efforts, about 18 different local stores hired  
or have made specific plans to hire Negroes in clerical or other

"visible" positions. Some whites, working where Negroes were provided jobs above the mop-and-broom level, quit their jobs.

The Negro boycott of all local stores continues because all of the Negro requests have not been met. The biggest hurdle in the way of reducing community tension is the unwillingness of the local elected officials to negotiate with key civil rights leaders whom local officials label "outsiders."

CRS personnel were in Natchez over the weekend.

#### Springfield, Massachusetts

Several Negro citizens have alleged that police use excessive force in making arrests. This has created considerable tension in this community where there were civil rights demonstrations in August.

The Police Board has been conducting hearings on these complaints. Witnesses have alleged police intimidation, and have insisted that the City Solicitor represent them at these hearings. The City Solicitor believes that complainants should be represented by private counsel. Furthermore, the City Solicitor maintains that this is a civil service hearing and individual counsel is not necessary.

CRS has talked with some complainants and city officials and is seeking a means for the disputants to adjust their differences.

#### Vanceboro and New Bern, North Carolina

At the request of the N. C. Good Neighbor Council (State human relations agency) a CRS conciliator is again in this area to attempt to bolster the effectiveness of the local biracial committee. A recent shooting, allegedly by Klansmen, into a Negro home resulted in the formation of an armed Negro "defense" organization. It is alleged that this group of persons has driven the roads from Vanceboro to New Bern "shooting at will." More than 20 have been



arrested. CRS efforts continue to focus on preventing a face-to-face confrontation between the armed KKK and the armed Negro defense group. SCLC also has workers in the area attempting to unify Negro citizens and to encourage them to make their just demands in a non-violent manner.

Elizabeth, New Jersey

A few weeks ago, CRS was instrumental in the formation of a biracial committee here. A well meaning but poorly oriented white leader failed, however, to include Negro leaders in his negotiations with the Mayor and biracial communications broke down. Negro leaders met separately last Sunday to plan their own strategy. A CRS conciliator is now in Elizabeth and he reports that the severance is not so complete that it cannot be pulled together. He is attempting a reconciliation and at the same time to consolidate Negro forces.

Thomasville, Georgia

Negro high school students in this county boycotted schools last week and are boycotting milk sales in the school cafeteria this week. The milk supplier is a white man who evicted a Negro tenant allegedly because he had enrolled his children in a previously all white school. The boycott also has overtones of sympathy with the Crawfordville, Georgia school problem. A CRS conciliator has been in Thomasville, at the request of the local school superintendent, meeting with the school board, other local officials, the student council and Negro leaders. At this point the school decided to shift milk deliveries so that a different supplier will service the high school.

End of confidential section

End of report



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
WASHINGTON, D. C. 20301

MANPOWER

*Wm*  
*Will write*  
*on earliest*  
8 October 1965  
*Letter to*  
*Senators -*  
*J*

I want to call to your special attention the accompanying Memorandum from the Honorable Robert S. McNamara, Secretary of Defense, concerning opportunities at the Service Academies for qualified youth. Once again we are asking your help and cooperation in stimulating, encouraging and identifying young men to seek these opportunities, and urging them to apply for admission to the Military Academies at West Point, Annapolis and Colorado.

We are interested in encouraging all youth to seek admission to the Academies but we are especially interested in having Negro, Puerto Rican, Mexican-American, and other minority group youth know that these career opportunities are open to them and that they are welcome at our Academies. We fear that the small number of minority group youth in the Academies stems from their not being aware that these opportunities are available to them and that there are no barriers based on race, creed, color or national origin at these institutions, or in the professional military careers that follow.

We are asking you - School Superintendents, Principals and Guidance Counselors - to carefully screen, select and forward to us the names of at least six (6) Negro or other minority group youths of high scholastic achievement, excellent health and character, and indicated leadership potential. We are urging you to give special interest to eleventh and twelfth grade students. The former as prospective candidates for classes entering July 1967 and the latter in July 1966. Advise your seniors to apply at once to the Academies of their preference (he may seek admission to all) and their Congressmen. They should take the earliest College Entrance Examination Board Tests, and undergo a complete medical examination.

I will appreciate hearing from you at the earliest possible date, but as to students desiring to obtain admission in July 1966 not later than December 1, 1965.

Your fullest cooperation in this effort will be appreciated.

Sincerely,

L. Howard Bennett  
Principal Assistant for Civil Rights  
Deputy Assistant Secretary of Defense  
(CP, IR and CR)

Enclosure



THE SECRETARY OF DEFENSE  
WASHINGTON

OCT 6 1965

MEMORANDUM FOR EDUCATORS

SUBJECT: Equal Opportunity at the Service Academies of the United States Army, Navy and Air Force

For some time the Service Academies, the Departments of the Army, Navy and Air Force, and other elements of the Department of Defense have been intensifying their efforts to encourage young men of high scholastic achievement, observable leadership potential, excellent character, and good physical condition to seek admission to the United States Military Academy, West Point, New York, the United States Naval Academy, Annapolis, Maryland, and the United States Air Force Academy, Colorado, and to pursue careers as officers in the nation's Armed Forces.

Young men who are successful in gaining appointment and admission to a Service Academy are given an unparalleled opportunity to prepare for a rewarding career in the service of their country. The Academies are distinguished educational institutions. They are rich in tradition, and have great prestige. Their academic programs are recognized for their rigorous discipline, thoroughness, and unmatched opportunity for close supervision and stimulating participation in classroom recitation and discussion. Class periods range from 50 to 75 minutes, laboratory sessions 100 minutes, and class sections average 15 - 18 cadets or midshipmen.

The scholastic requirements at the Academies are high, the life vigorous and demanding, the experience rewarding. Cadets and midshipmen receive in addition to their quarters (room), rations (food) and medical care, pay of approximately \$147.30 per month, a sum adequate to pay for their clothing and uniforms, textbooks and incidentals. The pay and allowances cover all expenses.

Matriculation at an Academy is a maturing and rewarding experience that leads to a professional career that is a stimulating and honorable public service dedicated to the nation's security and defense. A professional career as an officer in the Armed Forces is one that provides

continuing opportunity for growth and development, and without limitations because of race, color, religion or national origin.

Minority group youths should be informed of the dedication of the Department of Defense that military careers are free from discrimination and that opportunities for admission, assignment and advancement are completely equal. Any inquiries in this regard should be forwarded to:

L. Howard Bennett  
Principal Assistant for Civil Rights  
Deputy Assistant Secretary of Defense  
(CP, IR and CR)  
Pentagon - Room 3B916  
Washington, D. C. 20301

We also desire to call to your attention the opportunities available at the preparatory schools of the Service Academies for members of the Regular and Reserve components of the Armed Forces who might require further preparation prior to competing for admission to the Academies. Specific requirements for attendance are outlined in the preparatory schools' catalogues. In the event you do not have catalogues or other materials about the Academies or their preparatory schools we suggest that you write to the Registrars at the Academies for them. For your information we list below the mailing address of the Registrars and in the indentation are given the name and location of their respective preparatory schools:

Registrar  
The United States Military Academy  
West Point, New York 10996

United States Military Academy Preparatory School  
Fort Belvoir  
Virginia 22060

Dean of Admissions and Registrar  
The United States Naval Academy  
Annapolis, Maryland 21402

United States Naval Academy Preparatory School  
Bainbridge  
Maryland 21905

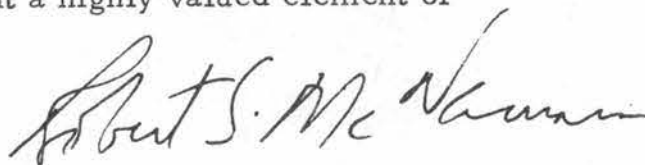
Registrar  
The United States Air Force Academy  
Colorado 80840

United States Air Force Academy Preparatory School  
Colorado 80840

Students who desire to enter an Academy when they are graduated from high school should make application late in the spring of their junior year, and graduating seniors who have not previously applied should do so early in the fall of their senior year. Applications should be made at least eight months prior to the time of anticipated enrollment. Each applicant should write to his Congressman or Senator if a Congressional nomination is sought, or to the Registrar or Dean of Admissions as listed above if he is eligible to seek a competitive nomination, as described in the Academy catalogues.

It is urged that all persons advising students seeking appointment to a Service Academy become well acquainted with the information in the catalogues, especially the sections "Admission" (USMA), "How to Become a Midshipman" (USNA) and "Admissions" and "Preparation" (USAFA).

The graduates of our Service Academies are members of our distinguished officer corps recognized at home and abroad for making significant contributions to the nation's security and our efforts to achieve a durable peace. They represent a highly valued element of our country's manpower.

A handwritten signature in dark ink, appearing to read "Robert S. McNamee". The signature is fluid and cursive, with the first name "Robert" and last name "McNamee" clearly distinguishable.

CR/Dept of Justice Compl  
file

707 N.E. 17th Avenue  
FORT LAUDERDALE, Florida  
33304

October 25th. 1965

Office of the Vice President  
WASHINGTON, D.C.

attention of Mr. John G. Stewart.

Dear Mr. Stewart,

It was very good of you to send a copy of the letter from the Civil Rights Division; that letter crossed with a further letter to your office in which I sent you a statement from the prisoner, Lewis A. Flagler, in which he set out for me, a layman (or Laywoman), facts which he thought should help him in any future consideration of his case.

It is very disturbing to realize that in this day and age a man, so young, and so underprivileged, can be sent away for life, mainly because he lacks the money to employ a clever lawyer.

I realize that the Justice dept. has only limited powers to help and intervene on behalf of the poor here in the south.

Believe me, I am very grateful to the Vice Presidents office for the effort they made on behalf of Mr. Flagler.

Sincerely,

Joan B. Lane (Mrs.)

COPY

October 30, 1965

Dear Mrs. Lane:

In view of the Justice Department's opinion that it does not have jurisdiction in the case of Mr. Lewis Flagler, I am returning to you his statement. You may wish to call this, and any other pertinent information, to the attention of his attorney, Mr. Jack P. Lamarr.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the Vice President

Mrs. Joan B. Lane  
707 N.E. 17th Avenue  
Fort Lauderdale, Florida 33301



OCT 22 1965

RECEIVED  
THE VICE PRESIDENT

EP/CR-Dept. of Justice - Complaint  
707 N.E. 17th Avenue  
FORT LAUDERDALE, Florida  
33304  
October 19th. 1965

The Hon. H. H. Humphrey, VICE-PRESIDENT  
WASHINGTON, D.C.

re. Lewis Flagler. No OI3390, Marianna (Road Prisons). Fla.

Dear Sir,

You were good enough to take the trouble to pass on to the appropriate dept. the facts I sent you with regard to the ~~life~~ sentence being served by the young Negro, Lewis A. Flagler.

Knowing no more about the case than I had read in the local paper, I wrote to Mr. Flagler, asking him to tell me the facts of the case.

Needless to say, his education makes it difficult for him to present his own case, but I have typed out the story he tells, using his own words for the most part.

His mother has just written her account of his time of trouble, too, but here again I have literally to decipher her letter to find out what she wants to tell me.

This document too, I will send to you, hoping that you will forward it to the agency that will be able to evaluate the statements, and decide if indeed Mr. Flagler did indeed get the full benefit of due process of law.

It does appear that he has no history of violence, which makes the sentence passed on him very hard to understand.

Understanding full well how busy your days are, your efforts on behalf of Mr. Flagler are very greatly appreciated.

Sincerely

*Joan B. Lane*  
Joan B. Lane. (Mrs.)

COPY

October 19, 1965

Dear Mrs. Lane:

Our office has received a report from the Justice Department on the case of Mr. Lewis Flagler, and the Vice President has asked me to forward a copy for you.

With best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mrs. Joan B. Lane  
707 N.E. 17th Avenue  
Fort Lauderdale, Florida 33301

Enclosure

Department of Justice  
Washington

OCT 11 1965

Mr. John Stewart  
Office of the Vice President  
United States Senate  
Washington 25, D. C.

Dear Mr. Stewart:

This is in reply to your memorandum of August 17, 1965, concerning Mr. Lewis Flagler, Negro, who is presently serving a life sentence at Raiford, Florida.

Mr. Flagler was tried in the Court of Records for Broward County, Florida for violation of Section 813.011 Florida Statutes Annotated, as amended, which defines the offense of robbery. Mr. Flagler was defended by Mr. Ross Mowry of the Public Defender's Office of Fort Lauderdale, Florida.

The statute involved states, "Whoever, by force, violence or assault or putting in fear, feloniously robs, steals and takes away from the person or custody of another, money or other property which may be the subject of larceny, shall be punished by imprisonment in the state prison for life or for any lesser term of years, at the discretion of the court."

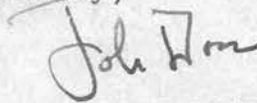
Mr. Flagler was found guilty of a violation of this section and sentenced to life imprisonment. The case is currently on appeal in the 2nd Judicial District at Lakeland, Florida. Mr. Jack P. Lamarr of the Public Defender's Office is the attorney on appeal.

- 2 -

The facts of the case that are within our knowledge, as set forth above, do not appear to give this Department jurisdiction in the matter.

If I can be of further assistance to you, please let me know.

Sincerely,

A handwritten signature in dark ink, appearing to read "John Doar". The signature is written in a cursive, slightly stylized font.

JOHN DOAR  
Assistant Attorney General  
Civil Rights Division



ep/CR - Dept. of Justice complaint

August 17, 1965

Dear Mrs. Lane:

Thank you very much for writing me about Mr. Lewis Flagler, a Negro who is presently serving a life sentence at Raiford, Florida for purse-snatching.

Although it would appear that the Federal government has no jurisdiction in this matter, I am asking the Department of Justice for a full report on this case. When I have their report in hand, I will be in touch with you again.

I appreciate your bringing this matter to my attention.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mrs. Joan B. Lane  
707 N.E. 17th Avenue  
Fort Lauderdale, Florida 33301



ep/CR - Dept. of Justice complaint

August 17, 1965

Memorandum to the Honorable John Doar

From John Stewart

Attached is correspondence received by the Vice President concerning a Mr. Lewis Flagler, Negro, who is presently serving a life sentence for purse-snatching at Raiford, Florida.

Could you have a report prepared on this case.  
Thank you.

Department of Justice  
Washington

*File*



OCT 25 1965

The Vice President  
United States Senate  
Washington, D. C. 20510

Dear Mr. Vice President:

This will acknowledge your memorandum dated September 9, 1965, addressed to this Department with which you transmitted a letter with enclosure, sent to you by Reverend David Harris and relating to Mr. J. Von Brown.

As of possible interest to you we enclose a copy of a letter addressed to Reverend Harris and relating to Mr. J. Von Brown. We return herewith the letter addressed to you by Reverend Harris.

Sincerely,

*John Doar*

JOHN DOAR

Assistant Attorney General  
Civil Rights Division

JD:JFB:icb  
125-73-11

OCT 25 1965

Reverend David Harris  
4220 East Grand  
Dallas, Texas

Dear Reverend Harris:

The Vice President has forwarded your letter with enclosure addressed to him and relating to Mr. J. Von Brown. You suggest that an investigation should be made into the causes of Mr. Von Brown's death while in federal custody.

On August 17, 1965, Mr. Von Brown was arrested under a warrant charging him with contempt of court. Mr. Von Brown, the leader of a religious cult in Dallas, Texas, had been ordered by the United States District Court to surrender properties owned by him and by his church to the United States Government to settle income tax deficiencies. Upon his failure to do so a bench warrant was issued and a Deputy United States Marshal attempted to serve the warrant at Mr. Von Brown's home. Service had to be effected by forcibly entering since Mr. Von Brown refused to admit the federal officers after they had identified themselves. Upon entering Mr. Von Brown's home the United States Marshals were threatened with assault with a deadly weapon. Mr. Von Brown acceded to the demand of the United States Marshals, and put down his weapon; he was taken into custody without further resistance.

Following his arrest Mr. Von Brown was arraigned before a United States Commissioner charged with contempt of court and with violation of Section 1111 and 1114, Title 18, U.S.C. Bail was set in the amount of \$7500 and since he could not make bail he was remanded to the Dallas County Jail.

cc: Vice President Humphrey ✓

Mr. Von Brown alleged police brutality at the time of his arrest. The Deputy United States Marshal immediately notified the Federal contract doctor who went to the Dallas County Jail where Mr. Von Brown refused to submit to an examination. However, the doctor's report noted that gross inspection of the prisoner reflected no sign of trauma or violence of any kind except a two inch laceration of the right wrist which Mr. Von Brown explained he received in an automobile accident some two weeks earlier.

Two days after his arrest Mr. Von Brown had a seizure. The Federal doctor was immediately notified and he examined Mr. Von Brown. Following consultation with the chief federal doctor medication was prescribed for Mr. Von Brown which he refused to take.

On August 22, 1965, Mr. Von Brown experienced another seizure at about 3:30 a.m. and the Chief Jailer administered emergency medication at the direction of the Federal doctor who at that time was on an emergency call at the Parkland Hospital, Dallas, Texas. Shortly thereafter, at 7:30 a.m. Mr. Von Brown was so seriously ill that he was taken by ambulance to the Parkland Hospital where he was pronounced dead on arrival.

Thereafter, an authorized permit for autopsy was signed by a Justice of the Peace for Dallas County. The initial studies indicated the cause of Mr. Von Brown's death to be cerebral hemorrhage, or a "stroke."

The investigation of this case has disclosed no evidence of police brutality.

Sincerely,

JOHN DOAR  
Assistant Attorney General  
Civil Rights Division

By: JOHN F. BYERLY  
Attorney

# The Dallas Morning News

Monday, August 23, 1965

\*\*\*\*

1 D

Local News

Editorials

Classified

## Self-Styled Divine

# J. Von Brown Dies of Stroke

By GENE ORMSBY

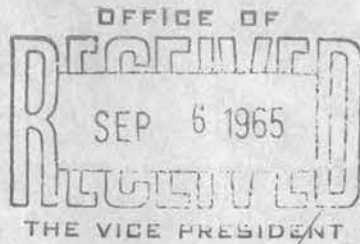
Negro spiritualist J. Von Brown died Sunday of a stroke suffered in Dallas County jail.

Brown was founder and pastor of the Lighted Church of Prayer, 1715 Forest in South Dallas. His followers called themselves angels and garbed themselves in white satin.

The self-styled divine, about 40, was arrested Tuesday at his home, after pointing a rifle at two federal marshals. He had refused to vacate the church and other properties in South Dallas which the government is seizing to settle a \$243,000 income tax judgment against him.



4220 East Grand  
Dallas, Texas



Dear Sir:

We had an unfortunate death here in Dallas, Texas. One of our staunch Civil Right leader died in the County Jail.

There was much animosity directed against said person because of his strong Civil Rights stand. I personally feel that an investigation should be ascertained as to his probable death.

Yours Truly,  
49812  
Rev. David Harris

From the desk of:

[Oct. 12]

Commissioner AILEEN HERNANDEZ

To: John Stuart  
Office of the Vice President

I thought you might be interested in the attached resolution and the comment on it in the October 12 issue of Carta Editorial, a semi-monthly publication in Los Angeles concerned with Mexican American problems.

Perhaps we can arrange to discuss its implications in the very near future.

*all*

*File'*  
*EEOC*



matched by the Federal Government and will pay 80% of the doctor's bills. This insurance plan has a \$50.00 per year deductible clause.

AFTER ALL WE'VE DONE FOR YOU, WON'T YOU PLEASE, PLEASE HELP US...

When racism, nationalism and ignorance are all combined into one single document, the results are weird to say the least. Read below, as an example in point, the resolution forwarded to our President and sundry by a group of Mexican-American "leaders".

OPEN RESOLUTION DIRECTED TO THE PRESIDENT OF THE UNITED STATES AND EXECUTIVE DEPARTMENTS AND AGENCIES, BY NATIONAL HISPANIC AND MEXICAN-AMERICAN ORGANIZATIONS ON CIVIL DISOBEDIENCE AND RIOT INVESTIGATIONS..... The undersigned National Hispanic and Mexican-American Organizations, through their respective representatives, in meeting duly assembled, respectfully direct the following RESOLUTION to our President, MR. LYNDON B. JOHNSON; the Honorable Dean Rusk, Secretary of State, and the Equal Opportunities Employment Division of said Department of State; the Honorable Willard Wirtz, Secretary of Labor; the Honorable John Gardiner, Secretary of Health, Welfare and Education; the Honorable Sargent Shriver, Chairman of the Office of Economic Opportunity; the Honorable Franklin Delano Roosevelt, Jr., Chairman of the Equal Employment Opportunities Commission,

WHEREAS, the Hispanic and Mexican-American citizen subscribes to the proposition that old wrongs and new fears cannot justify the breaking of the law and has refused in any organized manner to participate in civil disobedience manifestations or join in picket lines which involved the safety of our country,

WHEREAS, in the wake of the dramatic events of Watts, California, the economic problems of a very important segment of eleven million Hispanic and Mexican-American persons, greater portion of whom reside in Texas, California and the Southwestern part of the United States, have discreetly or inadvertently been swept under the carpet, FOR FUTURE REFERENCE,

WHEREAS, in the great State of Texas alone, there are one million Mexican-Americans who belong to families whose per capita annual income is less than \$900, and in the State of California, this ethnic group, which represents 10 per cent of the total population, comprises 30 per cent of the total poverty index,

WHEREAS, our soldiers of Hispanic and Mexican-American ancestry have received more Congressional Medals of Honor than any other ethnic group during World War II and the Korean Conflict, and not a single Spanish-surnamed person became a turncoat,

WHEREAS, over 150 years ago, Spanish-speaking Mexican-Americans stopped the Russian colonial advance and conquest from Siberia and Alaska, and preserved the Western portion of the United States for our country, which at that time consisted of thirteen colonies struggling for their existence, into which nation we and our predecessors became incorporated as loyal citizens and trustworthy participants in its democratic form of government,

WHEREAS, it is claimed that the sins of history by the white majority against his Negro brother must now be absolved, and to that end, local, city, county, state and federal agencies have been instructed to focus attention upon the economic plight of the Negro in urban areas, including the City of Los Angeles,

NOW, THEREFORE, it is requested that the federal executive agencies having jurisdiction, and the fact-finding committees created by the federal

government to investigate the causes of poverty and to propose constructive programs of rehabilitation, BE INSTRUCTED BY THE PRESIDENT OF THE UNITED STATES to consult with and involve the active and knowledgeable grass-root indigenous leaders of the Hispanic and Mexican-American segment of our citizenry, as an articulate and faithful resource, to ferret out the facts of poverty relating to this ethnic group and the remedies for the same,

Mindful that the poverty problem of the Hispanic and Mexican-American has not become less severe or of less import under the current investigatory proceedings, by reason of the emphasis being placed upon symptoms which are exhibited by a limited portion of the total body politic.

MEXICAN-AMERICAN POLITICAL ASSOCIATION

By: EDUARDO QUEVEDO, California State President  
AMERICAN G. I. FORUM

By: DAN CAMPOS, State Chairman

LEAGUE OF UNITED LATIN-AMERICAN CITIZENS

By: PETE VILLA, State President

COMMUNITY SERVICE ORGANIZATION

By: LOUIS BARRAZA, State Chairman

MEXICAN-AMERICAN POLITICAL ASSOCIATION

By: JOHN ORNELOS, Arizona State President

ATTORNEY MANUEL RUIZ, COORDINATING CHAIRMAN

The resolution claims, among other things, that the valiant "Hispanic" colonizers stopped the Russian advance into California for the sole purpose of saving this great land for the U.S., which then "consisted of 13 colonies struggling for their existence..." As everyone knows, the furthest Russian colonization by the Russians in California was Fort Ross, near Sacramento. This fort was established in 1812, 36 years after the 13 colonies declared their independence. The fort was established as a fur trapping operation and was abandoned as unprofitable in 1839. It was sold to John Sutter in 1840, and Sutter was then authorized to build Sutter's Fort on its site.

The resolution states that after we stopped the Russian advance, we were "incorporated" into the U.S. The implication is that this was out of gratitude for our valiant work in stopping the Russians. The fact is that we were conquered during the war with Mexico, a very extensive and bloody affair.

The whole problem, according to the resolution, is that the federal government is giving too much attention to the Negro population, which constitutes only a "limited portion of the body politic". It is because of them that the Mexican-American is so ignored, impoverished, etc. The presumption is that if the Negro people hadn't gone and created the trouble in Watts all would be well, because the national administration would then be concentrating on our problems.

And after we've been so nice, too. What a way to reward the stopping of the Russian advance, the medal of honor winners, and the gentle passive population who never, but never, engages in such distasteful civil disobedience.

We believe it is time these leaders applied the oldest maxim of political life--the squeaking wheel gets the grease. Maybe the problem is precisely that we have never engaged in demonstrations. The major part of the problem, in any case, is the weak and vacillating leadership that these "leaders" have given our community. The Negro people have not been so unfortunate as to be saddled so heavily with that problem.



COPY

October 28, 1965

Dear Tom:

I want to extend to you my congratulations and best wishes as you begin your new assignment with AID in Rio de Janeiro.

In particular, I appreciate very much your counsel and assistance during my tenure as Chairman of the President's Council on Equal Opportunity. I believe we made a good start in the difficult task of implementing the 1964 Act and in coordinating the many aspects of equal employment opportunity within the federal government. Much of this good work is due to your unstinting efforts.

I hope we will see you back in Washington very soon and that we will have an opportunity to work together again on these crucial matters of national concern.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. N. Thompson Powers  
Executive Director  
Equal Employment Opportunity Commission  
1800 G Street, N.W., Room 1103  
Washington, D.C.



~~SO~~  
FYI  
O

**\* NEIGHBORHOOD DEVELOPMENT  
IN PITTSBURGH**  
experience report 106

COMMUNITY RELATIONS SERVICE  
U. S. CONFERENCE OF MAYORS

## INTRODUCTION

The new Economic Opportunity Act is stimulating considerable innovation in methods of community action and organization. Mayors are increasingly interested in the experience of other cities in this field. This report tells how Pittsburgh has used the neighborhood level organization to help its program and is illustrative of the new techniques and processes that are emerging in many cities.

OCTOBER 1965

# BACKGROUND

Between 1950 and 1960 the population of Pittsburgh, home of more than 600,000 urban Americans, declined by 10 percent while the nonwhite proportion increased from 12 to nearly 17 percent. Pittsburgh is the largest city in Allegheny County which has a population of 1.6 million.

Beginning in the middle 1940s, a Pittsburgh renaissance was launched by the city's political and business leadership with the formation of the Allegheny Conference on Community Development. More than \$2 billion from public and private sources has been spent to redevelop downtown, cope with air pollution problems, expand educational and cultural facilities, build one of the first jet-age airports, construct a civic arena, and carry out other large-scale improvements.

The Homewood-Brushton three-year pilot program designed to test methods of neighborhood revitalization has been an important part of this effort and has established new patterns of community action that have now become a major feature of Pittsburgh's anti-poverty program.

# THE HOMEWOOD-BRUSHTON PILOT PROJECT

Those close to the scene in Pittsburgh point out that it took leadership initiative at three levels to activate that city's approach to the complex and interrelated human problems characteristic of most old and deteriorating city neighborhoods. The three levels represented the city's political and financial leadership, the social service professionals, and the neighborhood people themselves. In addition, it took a link — a welding force — to coordinate the impetus of the three into a unified program. The link in this case was ACTION - Housing, Inc. through its neighborhood extension program.

Homewood-Brushton is one of the older city neighborhoods, covering approximately one and one half square miles and having a population of almost 30,000 people. Citizen action in this area was generated by growing alarm over conditions indicating progressive decline: overcrowded, dilapidated housing; overflowing classrooms and a high rate of school dropouts; violence and crime; congestion and breakdown of main arteries and residential streets; lack of recreational facilities; empty stores; the prevalence of unemployment or underemployment; broken families. The list went on and was compounded by rapid social transition which introduced new problems peculiar to a highly disadvantaged group. In 1940, 13% of Homewood-Brushton's population was Negro. By 1960, according to the U. S. Census, the percentage had risen to 66%; today more than three-fourths of the persons who live in this section are Negro.

# Income & Dependency in Homewood-Brushton

	Pittsburgh	Homewood-Brushton
Medium Income of Families .....	\$5,605	\$4,685
Employment:		
Unemployed — 1960 .....	8.6%	10.2%
Unskilled Labor — Men .....	21.5%	34.2%
Unskilled Labor — Female .....	24.2%	44.4%
Public Assistance .....	8.2%	16.1%
Aid to Dependent Children .....	12.9% (of all children under 8)	27.1% (of all children under 8)
Old Age Assistance .....	7.2% (of all persons 65 & over)	10.4% (of all persons 65 & over)



## NEIGHBORHOOD INITIATIVE — CITYWIDE HELP

The initiative which sparked the three-year neighborhood project represented both citizen leadership and industrial interests which separately had battled neighborhood deterioration. Among these groups were members of the Homewood Community Improvement Association, formed in 1954, and its member block clubs, as well as neighborhood merchants, clergymen, and managers of industrial plants. But the job was too big for isolated efforts and in 1959 pressure for assistance from the city government, from city-wide agencies and the Health and Welfare Association of Allegheny County brought united and coordinated action.

One of the most important citywide agencies, ACTION-Housing, Inc., created in 1957 by the Allegheny Conference on Community Development to promote good housing for all the people of Pittsburgh, spearheaded community action aimed at the improvement of neighborhood life. AHI is a non-profit civic organization backed by both civic, business, and governmental powers. Since its inception it has played a dynamic role in developing resources and techniques to provide new and improved housing in Pittsburgh. In Homewood-Brushton ACTION-Housing was the major instrument assisting citizens to organize and coordinate many public and private resources. Its unique contribution has been in the development of a planning-education-action process known as "Neighborhood Urban Extension" — a concept borrowed in part from the highly successful Agricultural Extension Program of the U. S. Department of Agriculture with its network of county agents.

Together with the principal planning and renewal agencies, the Health and Welfare Association and ACTION-Housing, Inc. helped the neighborhood forces unite in the new Homewood-Brushton Citizens Renewal Council. The Council became the major instrument for carrying out the neighborhood program.

On February 9, 1960, the pilot project was launched at a dinner at which Mayor Joseph M. Barr pledged the city's full cooperation and support. The Council Steering Committee, with advice and guidance from its agency allies, took concrete steps.

- It chose to affiliate with ACTION-Housing for sustained staff assistance.
- It raised \$10,200 in the neighborhood to finance a general physical plan, and arranged to have the work done under contract with the City Planning Department.
- It established a committee of citizens to work with planners on the general plan.
- Through ACTION-Housing, it obtained a \$45,000 grant from the Buhl Foundation of Pittsburgh to underwrite a neighborhood office and staff for three years.
- It secured the assistance of the Health Department in beginning a 26-block test housing code campaign.

Full-scale operation started on September 1, 1960.

## ORGANIZATION FOR PROGRESS

During the first year, a unique and democratic organizational structure was designed by neighborhood people themselves and replaced the temporary Steering Committee. It consisted of a 200-member Senate (a policy-making group of representatives of all the organized groups in the neighborhood which met quarterly), a Board of Directors (32 members elected by the Senate to oversee the running of the organization), and an Executive Committee of 10, which meets weekly.

Slowly but surely, the Council has developed a corps of concerned and skilled people, able to deal responsibly with nearly every neighborhood problem and opportunity. Thirteen committees have been set up to deal with the immediate needs of the neighborhood. These have included committees on public safety, city services, social welfare services, traffic and parking, employment, education and recreation. It has been estimated that more than 500 neighborhood residents have assumed active responsibility in the program.

The Council has been composed mainly of the stable, employed, better-educated people of the neighborhood. The Council and the neighborhood extension worker serving it have made strenuous efforts to enlist in the planning process those most in need of help — the poor, the unemployed, and those lacking the basic requirements for successful urban living. The few who responded made valuable contributions to the education committee, summer street recreation projects and the city services committee, but drawing the group into the cooperative effort has been difficult and has become a major goal of Neighborhood Urban Extension. Representation for all neighborhood interests and utilization of all human resources, will not be assured until it is accomplished.

## LONG-RANGE PHYSICAL PLANNING

The need for long-range planning was recognized at the outset. Homewood-Brushton planners decided to proceed even though the city's overall community renewal program had not been completed. There seemed no alternative to making a start and hoping that their plans could be fitted into the city's master plan at a later date.

Very early it was discovered that many questions had not been considered at the time the City Planning Department's staff member assigned to Homewood-Brushton went to work. Such questions as: Should industry be expanded or reduced? Should any effort be made to achieve better racial balance? What kind of housing was needed? What kind of educational and cultural facilities were needed? Such questions could only be identified and answered in the course of the step-by-step planning process itself.

Indeed, as decisions were made they often led to action directed at immediate problems such as the following:

- (1) Assessment of the need for jobs for the neighborhood's unemployed or underemployed led to plans to enlarge and strengthen the industrial section of the neighborhood whose plants already employed over 7,000 persons.
- (2) The Renewal Council began registration of the unemployed and established systems of referral with plant personnel directors. This was a forerunner of the neighborhood employment center now operating under the Economic Opportunity Act.
- (3) As the need for youth recreation facilities was identified and plans shaped to enlarge school sites to provide these, the Council began to work with recreation agencies serving the neighborhood to develop more programs to fully utilize the facilities, existing and future.
- (4) As a result of reviewing each step of the planning with the Council's Physical Planning Committee, as well as with individuals affected, a number of suggestions involving traffic, school sites, industrial expansion, timing of clearance and construction, treatment of hillsides and other matters were integrated by the planner into the final proposal.

The neighborhood's plan was approved by the City Planning Commission in December, 1963. A joint presentation by the Citizen Renewal Council and the City Planning Department was made to the City Council in February, 1964, and the plan was adopted. One of the plan's unique features, sponsored by the Urban Redevelopment Authority of Pittsburgh, is a \$3 million, 96-acre, 25-block federally aided housing conservation and rehabilitation project, the first to be carried out in Pittsburgh. In April of 1965 this project was expanded to 118.5 acres with a total cost of \$3.3 million.

## HEALTH AND WELFARE PLANNING

It was the intent of the Citizens Renewal Council to develop a comprehensive social welfare plan simultaneously with the overall physical plan. The needs of the neighborhood were studied by assigning a full-time staff person from the Health and Welfare Association to participate in the round of meetings and discussions which were centered



on physical planning. He identified seven areas of neighborhood life which appeared to be of most immediate concern to the residents: employment, family life, housing, education, crime and delinquency, health and leisure time.

Several changes incorporated into the overall final plan at the suggestion of the neighborhood people included: a larger and more aggressive employment program with first emphasis on adults; veto of a revolving fund suggestion for financing home improvements, with the burden placed on existing lending institutions; more emphasis on educational programs; provision of recreational programs for adults as well as for youth; innovations in aggressive casework; larger health programs including family health clinics. A provision of the proposal approved by the Board of Directors of HWA, calling for the creation of a community services association to carry out the provisions of the plan, was rejected by the Community Renewal Council in favor of the Council itself assuming responsibility for implementation of the plan.

Certain conclusions were drawn from this planning experience:

1. That inasmuch as some factors are beyond neighborhood control, a citywide plan for social development is essential for sound neighborhood planning. (The Pittsburgh City Planning Department now has a social analysis section within its community renewal program which is laying the groundwork for a comprehensive plan for the City of Pittsburgh.)
2. That ideally, physical and social planning should proceed simultaneously.
3. That the presentation of alternate proposals during the planning process might serve to enrich discussions, broaden public decision-making, provide more opportunity for education in planning, and antagonize fewer citizens by emphasizing the tentative nature of proposals.
4. That health and welfare planning is too narrow a concept to cover all the social needs of the community. Important matters of private and public financing, academic education, religious institutions, cultural activities and inter-group relations, for instance, were largely ignored in the Homewood-Brushton plan.
5. That stronger, more far-reaching and imaginative planning results when planners share decision-making with citizens.
6. That social welfare programs have lagged because of the lack of the kind of federal aid which has supported physical renewal. It is hoped that the Economic Opportunity Act program will fill this need.

Homewood-Brushton now has long-range plans, strongly shaped by the desires and needs of its citizens, on which to base its future development.

## ACHIEVEMENTS OF PILOT PROGRAM

Major achievements were realized during the three-year course of the pilot program, achievements impressive enough to have secured from the Ford Foundation backing for a five-year demonstration program in this neighborhood and two others, and to have laid the groundwork for the citywide community action program launched by the Mayors Committee on Human Resources, Inc., under the Economic Opportunity Act of 1964, with Homewood-Brushton one of the priority neighborhoods served by the city's Community Action Program.

These achievements included:

- Door-to-door housing code enforcement surveys in two sections which resulted in 2,000 defects being corrected.
- Appearances before City Council on matters of public safety, relocation and zoning (in this last, successful opposition to the erection of a bowling alley which would have interfered with the physical plan).
- Persuading the Liquor Control Board to reject applications for new liquor licenses which number was deemed excessive.

- Establishment of a neighborhood staff coordinating committee.
- Registration and counselling of more than 400 unemployed for training and job opportunities.
- Demolition of 22 empty, dilapidated buildings.
- Establishment of a branch police station in the neighborhood, and a regular system of communication between neighborhood and police on public safety problems.
- Five pre-school training classes for children.
- Summer work camp of college students working with residents on home modernization.
- Scheduled street sweeping system on major streets.
- Removal of 879 abandoned cars.
- Erection of 15 demountable classroom units costing \$315,000 to relieve overcrowded classrooms.
- Universities participating in tutoring projects, merchant development, educational research, home economics courses and many other programs.
- Plans completed and contracts let for a new neighborhood branch post office.
- Designation of a 100-acre section for the city's first conservation urban renewal project.

It is believed that the gains made in understanding and the development of better services by agencies which rendered professional assistance in the joint enterprise were as important as the insights and skills gained by the residents themselves.

## Partial List of Cooperating Agencies

### Government Units:

The Mayor's Urban Renewal Coordinator  
The Urban Redevelopment Authority of Pittsburgh  
The County Board of Public Assistance  
The Allegheny County Health Department  
The Mayor's Commission on Human Relations  
The State Bureau of Employment Security  
The City Planning Department and numerous City Operating Departments

### Educational Institutions:

The Board of Education  
The Catholic School Office  
The Cooperative Extension Service of the Pennsylvania State University  
The University of Pittsburgh  
Carnegie Institute of Technology  
Duquesne University

### Private Agencies and Institutions:

The Health and Welfare Association  
YWCA  
YMCA  
Methodist Church Union  
Urban League of Pittsburgh  
Pittsburgh Presbytery

## NEIGHBORHOOD URBAN EXTENSION

Neighborhood urban extension activities undergird the planning, program, and resident involvement efforts designed to improve Homewood-Brushton. The key person in these extension activities is the *neighborhood urban extension worker*. ACTION-Housing defines the neighborhood extension worker as follows:

"This is the initiator, the staff person who assists citizens in getting the neighborhood program launched and aids them in the coordination, integration and utilization of resources. He gives strong professional leadership. He is an organizer and educator, a generalist, rather than any kind of specialist; he works in the tradition of the county agent of the Cooperative Extension Service."



The neighborhood urban extension worker and his student intern assistants from the University of Pittsburgh have concentrated on accessibility and service in Homewood-Brushton. They help set up and take part in meetings, help improve communication within the neighborhood, assist citizens to organize, to join in decision-making, and to solve problems themselves. The favorite statement of these workers is, "If you have a problem, call us." As people called and were sought out they were invited to join the Citizens Renewal Council and become active in neighborhood revitalization. By acting as "brokers" and "entrepreneurs" the neighborhood extension workers help citizens take advantage of already-existing public and private programs and develop new ones. They have sought to build a cadre of responsible citizen leadership.

## AN EXPANDED FIVE-YEAR PROGRAM

The three-year pilot program involving neighborhood urban extension has been expanded and broadened with financial assistance from the Ford Foundation. In January, 1962, the Ford Foundation made a grant of \$325,000 to ACTION-Housing, Inc. for planning and operating extension activities over a five-year period in Homewood-Brushton and two other neighborhoods. In July, 1964, an additional grant increased the total to \$475,000. This amount has been more than matched by grants from Pittsburgh foundations and corporations, budgeted services from local agencies, and contributions from neighborhood people themselves, making a total of more than \$1 million. Memoranda of agreement, setting work schedules and specifying division of responsibilities between community agencies and neighborhood volunteers, were signed on April 19, 1963, between ACTION-Housing and the Homewood-Brushton Community Renewal Council. Extension workers to man neighborhood offices were carefully recruited, approved by neighborhood councils and trained with the cooperation of the University of Pittsburgh's Graduate School of Social Work.

The objectives of the five-year demonstration are the same as those of the pilot project in Homewood-Brushton:

1. Gain the effective support of universities, school systems, governmental departments, business, welfare organizations, and other resources of Pittsburgh for neighborhood development.
2. Alert and assist citizens to utilize resources for developing themselves and their neighborhoods.
3. Build the relationship of citizens and resources in three neighborhoods to the point where their joint effort achieves the goal of urban extension and sustains a vigorous program of neighborhood development.

With these broad objectives in mind, neighborhood urban extension activities under the Ford Foundation grant helped accomplish the following:

- University of Pittsburgh students were used to help distribute 1300 questionnaires to be used by area residents to evaluate and offer suggestions on the rehabilitation and conservation project. To date, 400 have been returned. In addition, public meetings and meetings of block clubs throughout Homewood-Brushton have been held to explain and gain additional support for this project.
- Nine areas have been rezoned so that they will conform to the neighborhood's comprehensive physical plan. The Citizens Renewal Council helped one manufacturing firm with its expansion by rezoning a section of the neighborhood so that the firm would not move out. The firm will add 25 to 50 new personnel, most of whom are expected to come from Homewood-Brushton.
- By working with the Mayor's office, the Urban Redevelopment Authority, the Board of Public Education, and the Port Authority of Allegheny County (transit), approval for redevelopment of a site occupied by streetcar barns has been granted. The car barn site is to be rebuilt with a school, housing for the elderly, and other improvements.

- A series of housing clinics for self-help housing improvements has been conducted, with the cooperation of 12 local realtors, the Urban Redevelopment Authority, the County Commissioners, Health Department, Better Business Bureau, and the YMCA.
- Members of the Education Committee have worked with the Board of Education to select sites for a new middle school. They are also involved in discussion with the school board and some protest groups about *de facto* school segregation. A tutorial program, which started in the neighborhood during the summer of 1963, is now a year-round operation at one of the neighborhood's elementary schools. The program is a two-way process: students receive tutoring, and their teachers, volunteer tutors from local colleges and universities, are learning to teach in the urban center.

These accomplishments are only illustrative of the many activities that the Homewood-Brushton Citizens Renewal Council has undertaken during the past year.

## PITTSBURGH'S ANTI-POVERTY PROGRAM

The Citizens Renewal Council is now entering a new phase as a participant in the Pittsburgh Anti-Poverty Program. This program has been shaped along lines pioneered by Neighborhood Urban Extension. ACTION-Housing staff helped the Mayor's office develop the Pittsburgh Anti-Poverty Program, along with the Health and Welfare Association, settlement houses, and other agencies. It coordinates the program in four of the eight target areas, and it trains staff for the Community Action Program in all eight neighborhoods. Working jointly with ACTION-Housing, the Citizens Renewal Council is the Anti-Poverty agent for the Homewood-Brushton area. With other agencies, ACTION-Housing works under contract with the Mayor's Committee on Human Resources, Inc., which leads Pittsburgh's anti-poverty campaign under the Economic Opportunity Act.



COPY

CRS

November 1, 1965

MEMO

TO: Roger W. Wilkins  
FROM: John Stewart

Thanks for your speech. It was excellent.

A recent speech of the Vice President has tended to refer to our Negro ghettos as urban problems, per se, and the response has been encouraging. We are very hopeful that the new department will take cognizance of this approach and build into its structure the kind of tools needed to do a good job.

We are looking forward to receiving the final report on the Urban Task Force. At that point I will welcome a chance to review the whole operation and to perhaps discuss on an informal basis some ideas of where things should go from here.



U.S. DEPARTMENT OF COMMERCE  
COMMUNITY RELATIONS SERVICE  
WASHINGTON, D.C. 20230

October 25, 1965

MEMORANDUM FOR: Mr. John Stewart  
Special Assistant to the Vice President

FROM: Roger W. Wilkins

The Vice President will be receiving a formal report on the Summer Task Force activities in a couple of weeks. I am sending the attached speech to you just to let you know what this business taught me this summer.

Before the summer began, I would not have thought it nearly as important to try to knock down the notion that recent civil rights progress has wiped the slate clean and that everyone now has an equal chance or the notion that its up to middle-class Negroes to fix things in the ghettos. Although I was aware of the fact that by and large Americans are unconscious of racism in the North, I hadn't realized how really significant and difficult that problem was. Finally, the incredible isolation of the impoverished Negro community within our large cities was something I knew, but never fully understood until I went to Philadelphia and to Los Angeles.

Although I don't say so in this speech as explicitly as I should have, it seems to me that the problems of poor Negroes in ghettos are urban problems of the first magnitude and need to be handled as other such problems are handled, e.g. mass transportation, air pollution, housing, etc. If they are so treated, perhaps some of the racial heat can be taken out of the efforts to move ahead on this front. As it stands now, it seems to me, they are not so treated anywhere.

Attachment

REMARKS OF ROGER W. WILKINS  
ASSISTANT DIRECTOR FOR COMMUNITY ACTION  
COMMUNITY RELATIONS SERVICE  
U.S. DEPARTMENT OF COMMERCE

BEFORE THE 26TH ANNUAL CONVENTION OF THE PENNSYLVANIA  
SPEECH ASSOCIATION, PENN-SHERATION HOTEL, PITTSBURGH, PA.  
OCTOBER 22, 1965

\*\*\*\*\*

FUTURE OF THE AMERICAN NEGRO

The most significant thing about the future of the American Negro is that his past still stalks us all. And I cannot now foresee a time when that past will be completely behind us, for as William Faulkner wrote, "The past is never dead, it is not even past." I do not mean to give you tonight a litany of the injustices America has visited upon the Negro, but it is impossible to understand his present or his future without knowing and understanding his past.

I cannot think about the disintegration of the Negro family, for instance, and not think about slavery. I cannot think about the Negro's attitude toward American life and culture without thinking about the deprivation, the exclusion and the gross unfairness that is his legacy and his daily lot. I cannot think of the Negro's present needs and the problems he is to face without assessing the damage that has already been done. I cannot pinpoint responsibility for constructing a better future without thinking of how and why we got to where we are.



And one of the saddest things about the Negro's present and his future is that many white people in this country seem to have repressed or forgotten the past and in so doing they apparently wash their hands of his present and they becloud his future.

The prevailing mood seems to be that the recent and, in some instances, very dramatic advances in civil rights have wiped the slate clean. Some whites - a recent Gallup poll indicates as many as 70% - believe that we have now achieved equality. It's all up to the individual now, they seem to argue. His initiative, his motivation and his ability will carry him as far and as fast as anyone else possessing the same qualities in equal measure.

Conversely, they seem to imply that the conditions of the lives led by poor Negroes are created by the Negroes themselves; that they live in poverty - on relief - in bad houses - in overcrowded and dirty neighborhoods because of some natural predisposition to live that way.

Finally, middle-class Negroes are cited as proof of the existence of full equal opportunity and of the fact that the poor Negroes could do better and be cleaner if only they had the requisite gumption.

When I look at the ghettos of our big cities I seriously doubt those assumptions and I doubt their validity as guides for the future.

The past is relevant both as a measure of the magnitude of the problem we face in the ghettos and as an indication of where responsibility lies for redressing the wrongs and making America whole.

It is about the future of the impoverished Negro in the ghetto and in larger terms the future of our cities that I want to talk tonight.

The drama in race relations in our country has, until recently, been focused almost entirely in the South. The darkest patterns of prejudice, deprivation, indifferent custom and malice have been evident there and the struggles of Negroes to free themselves from those conditions have gripped the imagination of the nation and have enabled comfortable Northerners, conservative and liberal, black and white to ignore the conditions in which poor Negroes live in their communities.

But Negroes are like the others who can't be kept down on the farm and they are moving from the rural South to the urban North in startling numbers. They are also having lots of babies. And now the drama as opposed to long existing trauma, is beginning to move northward. In the past two summers the stage has shifted to North Philadelphia, Rochester, Jersey City, Paterson, West Side Chicago and last, but, I fear, not finally, to Watts.

We have moved significantly to begin to correct the glaring evils primarily found in the South with the weight, force and moral authority of all the branches of the Federal Government. All Presidents since Roosevelt, the Congress and the Judiciary have brought this country to a position which surprises many Negroes of my parents' generation. And the strength, courage and faith of Southern Negroes and their good white friends have thrilled compassionate and sympathetic people all across this land. These and many other activities have touched the South and have begun to change its face in a drama which has not yet ceased to fascinate the American public. And with these efforts came an awareness of the problem in the North which caused white America to reach out and embrace (albeit half-heartedly at times) middle-class Negroes and we (middle-class Negroes) have moved forward; sometimes dramatically.

But what of the impoverished Negroes in the ghettoes. Where have they moved? They have barely been touched by the revolution and their condition is deteriorating. Despite all the gains of recent years, the status of impoverished Negroes in the ghettoes has deteriorated in comparative terms and the gap between them and both the middle-class white and middle-class Negro communities has widened.

I believe that it is they more than any other group of Negroes in this country who will have a substantial impact on America's future and it is about them that I believe our country should become much more knowledgeable and very deeply concerned.

I also believe that this problem is not merely a Negro problem but rather, that it is an American problem of the first magnitude.

There is much talk abroad these days that the Negro revolution may have moved too rapidly and that Negroes are not sufficiently grateful for what has been given them. And there is also much talk about the necessity for middle-class Negroes to undertake the task to "fix the ghettos". I sometimes think that this is a demand that middle-class Negroes should make both the ghettos and the people in them neat and tidy.

I deny that this is the job of middle-class Negroes. The legacy of slavery, indifference, deprivation and malice has created those ghettos and this is an American legacy made up of the whole warp and woof of American life. Slavery was an American institution and not a creature of middle-class Negroes. I might say that I think it is true that the Negro middle-class is sometimes just as indifferent to the condition of the deprived Negro in the ghetto as his white confreres and that he shares his white confrere's abhorance of poverty, of ugliness and of the immense problems that impinge upon his own concerns about his children, his mortgage, his bills and his future.

But just as America created and now sustains the ghettos, it is America's future as a whole that is endangered by them. And in asking the Negro middle-class to "fix the ghettos" white America is asking an ill-equipped group to undertake a herculean task that all of America's

horses and all of America's men will not be able to complete in this decade and may not even complete in this century. For despite its advances the Negro middle-class does not hold decisive power in any major city nor does it have such authority in Washington.

If the ghettos are to be fixed, the people of the United States of America will have to make a profound commitment and undertake a massive and expensive effort to fix them.

I do not make a plea for this country to make such a commitment only because America should be decent to poor Negroes or because America should end the anguish that attends life in the ghetto or even because we should fulfill America's promises to all her citizens.

I say this is an American problem for some very practical reasons as well. Our cities are the centers of our growth; cultural, intellectual, financial and commercial. If we are to grow and if our cities are to perform the functions that cities have performed historically, we cannot permit the cores of those cities to be inhabited by an unwashed, unproductive, unloved, semi-alien and very hostile minority.

The cost of the ghettos is already almost immeasurable and it is growing. It is high in terms of welfare payments. It is high in terms of the cost of criminal activity and police protection. It is high in terms of the cost to us of the human resources that we squander by our indifference and our ineptitude in dealing with the problems of the



ghetto. But it is immeasurable in terms of the individual anguish, pain and suffering that America inflicts each and every day upon each and every person who lives in any ghetto.

The riots we witnessed summer before last and last summer dramatized the cost, but did not tote up its full measure. These riots in my view were the anguished cries of the excluded, of the disenfranchised and of the unrepresented. They were the only expressions apparently open to the people in whose faces our society has slammed its door and upon whose lives our society has placed so little value. They live, for many practical purposes, in a different country.

The United States of America does not look to them as it does to us. Their values have to be different. They have no property and propertied interests are seen by them as instruments of exploitation. They do not respect the police because the police are seen by them to be instruments of exclusion and protectors of a depriving status quo. And their lives, upon which we place so little value, sometimes must, I am sure, seem to be of little or no value to them. And for each rioter there are, I would guess, at least twenty whose needs are as great and whose hostility is almost as intense.

America was founded, in part at least, on the assumption that an atmosphere of freedom, equality and opportunity would provide the environment which would enable the human spirit to flourish. By and large we have furnished that kind of environment for most white people and for some "exceptional" Negroes.

But for large masses of impoverished Negroes in Northern ghettos we have provided precisely the opposite. We have excluded them so long, denied them so much and have so insidiously and effectively turned them against themselves that we have denied them all opportunities for their spirits to flourish. Indeed we have crushed and warped that spirit so badly that we have created in our cities a group of people so alien to us that we want to deny their existence, their problems and sometimes their very humanity.

But we cannot and we must not continue to deny those people and their problems. So long as we continue to do so - so long as we keep them outside and place upon them a heavy or indifferent or sometimes malicious hand and stunt their spirit; turn hope to ashes and make self-hate ripen where self-esteem should flourish - for that long shall we continue to plant the seeds of violence and destruction. For we have left almost no room for self-expression save through violence and that violence accurately reflects the ugliness and the indifference in us and in our society. If we think no better of ourselves and of our society, then we must be prepared to stare ourselves in the face in Watts and in its counterparts across the land.

The conscience of this country has been moved by tangible acts of racism in the South that don't make sense. To make a man sit in the back of the bus because of his color is silly. To murder a man because he registers to vote is atrocious. Almost everybody can understand those things and so American has moved.

But in the North racism is almost invisible and at least ignorable. I recently sat in a very pleasant French restaurant in Washington where I used to have lunch occasionally. I knew they were looking for a busboy. As I ate, a young Negro came in self-consciously and asked the maitre d', who was sitting at a table toting up the bills, for a job. The maitre d' never even looked up; he just noticed the color of the fellow's hand; shook his head; said a curt "no!"; and continued his addition.

I wondered how many times that young fellow's humanity had been denied that way before. I wondered how many times it would happen again before he turned his back completely on our America. But one thing I knew; everyday in almost every way we do things like that to that young man and to millions more like him.

Thus, despite the numerous cries of police brutality, the principal problem in the North is not bashed in heads as it often is in the South. The problem in the North is bashed in psyches. Invisible, yes, but just as atrocious. For her own sake, America must see this, must be moved by it and must act.

If we are to move effectively on the problems of the ghettos we need new techniques and a new dedication. We really know very little about dealing with those problems except that very little has worked. Total integration of our cities is even now more of a distant dream than an immediate goal. I believe that it is imperative that we work toward that dream, but while we do we must also give top priority to efforts to improve the quality of life in the ghettos.

I don't intend here to try to serve up a pre-packaged list of remedies, partially because of time but mainly because I don't have any. I rather want to suggest a method of approach and then to touch on the two subjects I consider to be most critical: education and employment.

The task of improving life in the ghetto is not a task of the Federal Government alone or of state governments alone or of city governments alone. It is everyone's business: all levels of government, churches, labor unions, community relations organizations, private businesses, fraternal organizations and most of all it is the task of people, of white people and black people - of individuals in all walks of America life.

The growing and distressing tendency is to turn to the Federal Government and expect us to fix things. There is clearly much for us in Washington to do and much for us to change in what we are already doing. But we in Washington cannot do it all and we should not even try to do it all.

The states must become more deeply involved and devise new and more sympathetic ways of looking at the cities and of dealing with their problems.

Perhaps the heaviest burden of all falls on the city administrations in the major cities of this country. The city governments must begin to handle this problem. By and large it is not really handled now. Impoverished ghetto minorities are viewed as a collection of crackpots and a hostile element to be ignored if possible, to be pacified, to be negotiated with and sometimes perhaps even to be granted concessions. They are outsiders - not part of

the we of whom we speak when we talk of our fellow citizens of our cities and of our country. They are not viewed as people with whom we can and should work together on mutual problems which concern us all. At best they are people we worry about and whose problems we, not we and they, try to solve. But they must be included in our minds, in our efforts and in our lives if we are to make measurable progress toward better and more liveable cities and better lives for all of us. And much of the initiative must come from the city halls.

One thing is absolutely clear. City administrations can no longer afford the luxury of dealing with only the neat and tidy middle-class Negroes with whom they are relatively at ease. In city after city I have heard city administrators talk about the good race relations existing in their cities. What they mean is that they have good relations with the Negroes whom they know - doctors, lawyers, businessmen, government employees, chauffeurs and cooks. But they don't know the really poor, the unemployed, the relief recipients, the hostile and the thoroughly disaffected. And many city administrators don't want to know them. But until they begin somehow to know them and to know the depth of their problems and their hostilities very little real progress can be made.

But the city halls very often simply respond to the moods of the people they govern. Until we as citizens begin to think of these problems as our problems and begin to deal with them as problems which effect our future and begin to let the city halls know that we



care about how they deal with them, we cannot expect too much from our mayors and the people who help them govern our cities.

The problems are not as amorphous as we sometimes imagine them to be. There are people and groups in ghettos. They can be approached and they yearn to work with those who share their concerns. All one has to do is to take the time and the trouble to look for ghetto groups and leaders and go to the ghettos and to talk to the people. It can be done if people want to make the effort, but too few do.

Much more often than not, nobody takes the trouble, nobody listens and nobody cares. So we force the people of the ghettos to protest to get our attention. We become bemused and annoyed at their antics and hope that those outsiders will soon stop rocking the boat and go away. But they won't go away. Their problems and our problems will just grow - until we begin to face them - the problems and the people - as a part of our lives and as a significant part of our future.

If I had to pick the place to begin, it would be in the schools. This is the place to break the cycle of despair, poverty, alienation and all the rest. We are making great strides toward equal opportunity but at this point impoverished Negroes still start way behind scratch. That is why we cannot forget the past and that is why education is critical.

We cannot take Negro children from fifth-rate environments, put them in third-rate schools and expect to get first-rate citizens.

The schools are the institutions of our society which touch our children most significantly. It is there, therefore, that we must begin to reverse the tide.

There can be no gainsaying that schools in the ghettos are bad. They are viewed by ghetto children and by their parents not as places for growth and development but as one of the manifestations of a hostile society. In large measure and in many places this is true.

Ghettos are a legacy of America's past. We made them. We perpetuate them. If we want them and their inhabitants to change, we must be prepared to pay the price. And one large part of the price is not simply equal schools, but better schools. The price is not equal education, it is compensatory education. This means better teachers who are specially trained and have special skills. It means smaller classes and more classrooms. It means a richer curriculum. It means better and more knowledgeable counselors. And it means that the teachers and administrators must become thoroughly sensitive to the human relations implications of all that they do.

The employment problem is of equal significance. Daniel P. Moynihan, former Assistant Secretary of Labor, writing in the September issue of The Reporter, analyzed the July employment figures and stated that:

"While the total number of unemployed persons dropped 700,000, the number of unemployed Negro males twenty years of age and over rose from 256,000 to 288,000".

Moynihan also noted that the overall unemployment rate for non-whites is double that for the work force as a whole and he concludes:

"Clearly, the two-to-one ratio is now frozen into the economy".

Dr. Kenneth B. Clark says in his recent book, Dark Ghetto:

"The median income in Harlem is \$3,480 compared to \$5,103 for residents in New York City - a similar gap exists in the country as a whole".

The high unemployment statistics and low income figures tell only part of the story. They do not tell of the frustration felt by able-bodied men who have unsuccessfully sought employment time after time in employment offices, union halls and private businesses around the cities in which they live. They do not tell of the humiliation felt by men who stay at home with their children while their wives support them because they themselves cannot find work. They do not tell of the despair of men who feel themselves trapped in menial low-paying jobs for the rest of their lives or until the jobs disappear. They do not tell of the destruction of the capability and the will to work and the slow and difficult task of rehabilitation before men can become productive. And they do not tell of the social dynamite locked inside the clusters of angry unemployed men seen on the streets of the slums day after day and night after night. These are the raw materials of crime, social disorganization and riots.

There are no easy solutions to this problem. Adult education and vigorous pursuit of equal employment policies will help, but not very much. Perhaps it would be helpful for the Federal Government, for city governments, for state governments and for private industries to undertake long deferred community improvement and plant maintenance efforts. Perhaps the answer lies in Keyserling's view that massive spending in the public sector plus some program of nationally financed projects on which large amounts of unskilled labor are needed is a large part of the answer. In any event, this is an enormous task which will tax the ingenuity of us all - all levels of government, labor unions, private enterprise and private groups. Cutting down the Negro unemployment rate will be hard to do but it must be done.

I wish I could say that if only wiser heads than mine could devise ways to move people and city, county and federal administrations to become deeply involved in the problems of the ghettos and if they could devise solutions to education and employment problems, that things would be fine. But they wouldn't be fine. There are health problems, police problems, housing problems, crime problems and many more. And they are all connected and all interrelated - and all very difficult.

But whether they are difficult or not they are our problems and they must be faced with courage and with candor. The conditions of the lives of Negroes in the ghettos will affect our cities and will affect our souls for as long as America exist on this planet. No matter how difficult the task, it can be done and it must be done. I trust that we will undertake it and that we will get it done.

\*\*\*\*\*

OFFICE OF THE VICE PRESIDENT  
WASHINGTON, D.C.

Which would you like?

Reis kept the ~~xxx~~ incoming  
letters.

Wini

In obvious reasons  
the 'short form'  
is preferable —  
File away!

J





Office of the Attorney General  
Washington, D.C.

*Justice File*

*Received  
12/6/65*

Memo to: John Stewart, Assistant to the Vice President

From: ~~Harold~~ F. Reis, Executive Assistant to the  
Attorney General

Pursuant to your request of November 23, 1965, there are attached copies of two suggested draft replies for your possible use in answering mail concerning the recent Supreme Court decision regarding the unenforceability of the membership provision of the Subversive Activities Control Act.

Enclosures

PROPOSED DRAFT FOR VICE PRESIDENT'S SIGNATURE

11/30/65

Dear Mr. \_\_\_\_\_:

This is in reply to your letter of \_\_\_\_\_ concerning the recent decision by the Supreme Court holding that the requirement of the Subversive Activities Control Act that individual members of a Communist-action organization register with the Attorney General is unenforceable.

As you may know, the Act requires an individual member of a Communist-action organization to register himself only in the event that the organization itself and its responsible officers fail to carry out their obligation to effect the registration and to list the name of the individual members of the organization. An order against the Communist Party to register as a Communist-action organization became final in October 1961 after the Supreme Court affirmed the order of the Subversive Activities Control Board, which found the Party to be dominated and controlled by the Soviet Union and operated primarily to advance the objectives of the International Communist movement. When the Communist Party and its officers defaulted in their obligation to file the necessary papers, it became the duty of each individual member of the Party to register himself as a member of the Communist Party, a Communist-action organization.

Pursuant to the procedure outlined in the statute, the Attorney General has, since 1961, filed with the Subversive Activities Control Board petitions against more than forty individual leaders of the Party seeking an adjudication by the Board that such persons are, in fact, members and should be ordered to register. Following proceedings before the Board, during which the government produced witnesses to testify as to the membership and activities in the Communist Party of the particular members involved, the Board concluded that such persons were members and ordered them to register. In each of these cases before the Board, the individual member had interposed the claim that requiring him to register would violate his Fifth Amendment rights against self-incrimination, since the courts had long held that compelling an admission of membership in the Communist Party is incriminatory per se.

The first two membership cases to reach the Supreme Court were consolidated, and it was agreed by the government and all the other parties that the remaining forty-odd cases pending in the Court of Appeals would abide the result, on the merits, reached by the Supreme Court in the test case, since the legal issue was the same in each case.

In its argument in the Supreme Court, the Government, of course, recognized that ordinarily the coerced admission of membership in the Communist Party would be incriminatory and normally would be protected by a Fifth Amendment claim. The government thought it could distinguish those cases from these, since here the fact of his membership had been adjudicated by the Board based on evidence before it. The government, therefore, argued in the present cases that after such an adjudication of Party membership it could not be said that a bare admission on a registration statement would be incriminating or constitute a lead to incriminating evidence. The registration statement itself is not admissible against the person because of the prohibitions in Section 4(f) of the Act.

The Supreme Court, however, disagreed with the government's contention as to the Fifth Amendment point, stating that the "judgment as to whether a disclosure would be 'incriminatory' has never been made dependent on an assessment of the information possessed by the government at the time of interrogation."

An important issue remaining for decision by the courts is the validity of the conviction recently obtained against the Communist Party itself for willful refusal to register and to file the necessary registration statement. That conviction was obtained in the United States District Court for the District of Columbia on November 19, 1965, and resulted in the trial judge fining the Communist Party a total of \$230,000 or \$10,000 on each of twenty-three counts specified in the indictments. This criminal case against the Party is an aftermath of the Supreme Court's 1961 decision upholding the constitutionality of Section 7 of the Subversive Activities Control Act, although the Court on that occasion expressly withheld decision on the Fifth Amendment claims raised by the organization on behalf of its officers and members.

If the organization can be required, within the framework of existing law and constitutional guarantees, to furnish its membership list and other information, the major purpose of the statute would be accomplished. The proceeding against each individual member was contemplated by Congress as a secondary remedy available to the government to force disclosure only if the membership list furnished by the organization were incomplete.

Depending on the outcome of that case, it may become advisable that consideration be given to remedial legislation.

For more than fifteen years the government has implemented a variety of security programs aimed at curtailing and controlling Communist Party activities in this country. Many of such programs have been subjected to constitutional challenge and certain legislation has been held unconstitutional. Nevertheless, the government has not been ineffective in dealing with the threat of internal Communism. This is demonstrated most forcibly, I think, by the fact that the Party membership has declined from a high of more than 80,000 in 1947 to less than 10,000 today. The Smith Act, under which numerous leaders of the Communist Party were prosecuted, was held constitutional in two separate land-mark opinions, although the court laid down very stringent requirements of proof needed to satisfy such a charge.

You may be assured that the government will continue to take vigorous and appropriate action, within the bounds of the Constitution, against any unlawful activities by the Communist Party or its members.

DRAFT

This is in reply to your letter of \_\_\_\_\_ regarding the decision of the Supreme Court as to the membership clause of the Subversive Activities Control Act.

In its decision of November 15, 1965, in the Albertson and Proctor cases, the Supreme Court held that the provision of the Subversive Activities Control Act requiring an individual member of the Communist Party to register himself with the Attorney General is unenforceable in the event of a claim of Fifth Amendment privilege against self-incrimination. The Court held that the immunity granted by Section 4(f) of the Act is not broad enough and that self-registration might possibly be used to the member's detriment in a criminal prosecution, such as a prosecution under the Smith Act.

The Supreme Court, however, did not reverse its June 5, 1961, ruling upholding, against First Amendment attack, the order of the Subversive Activities Control Board requiring the Communist Party to register and list its members on a registration statement. The Court on that occasion reserved for later determination, the question of the effect of the Fifth Amendment privilege against self-incrimination. On November 19, 1965, in a prosecution in the United States District Court in the District of Columbia, the Communist Party was found guilty on 23 counts and fined \$230,000 for its failure to register and file a registration statement pursuant to the order of the Subversive Activities Control Board.

This decision will undoubtedly be appealed. An affirmance of the decision will mean that the Communist Party can be required, within the framework of existing law and constitutional guarantees, to furnish its membership list and other information, in which event, the major purpose of the statute would be accomplished. If the decision is reversed, it may then become necessary to consider whether further legislation in the area is needed and possible.



COPY

November 23, 1965

Memo to: Harold Reis, Executive Assistant to the Attorney General  
From: John Stewart, Assistant to the Vice President

Attached are the first letters of what we anticipate will be many regarding the Supreme Court decision on registration of Communists.

I would appreciate it if you would have an appropriate person prepare a draft reply for the Vice President's signature.

Thank you.



# Minnesota Historical Society

Copyright in this digital version belongs to the Minnesota Historical Society and its content may not be copied without the copyright holder's express written permission. Users may print, download, link to, or email content, however, for individual use.

To request permission for commercial or educational use, please contact the Minnesota Historical Society.



[www.mnhs.org](http://www.mnhs.org)