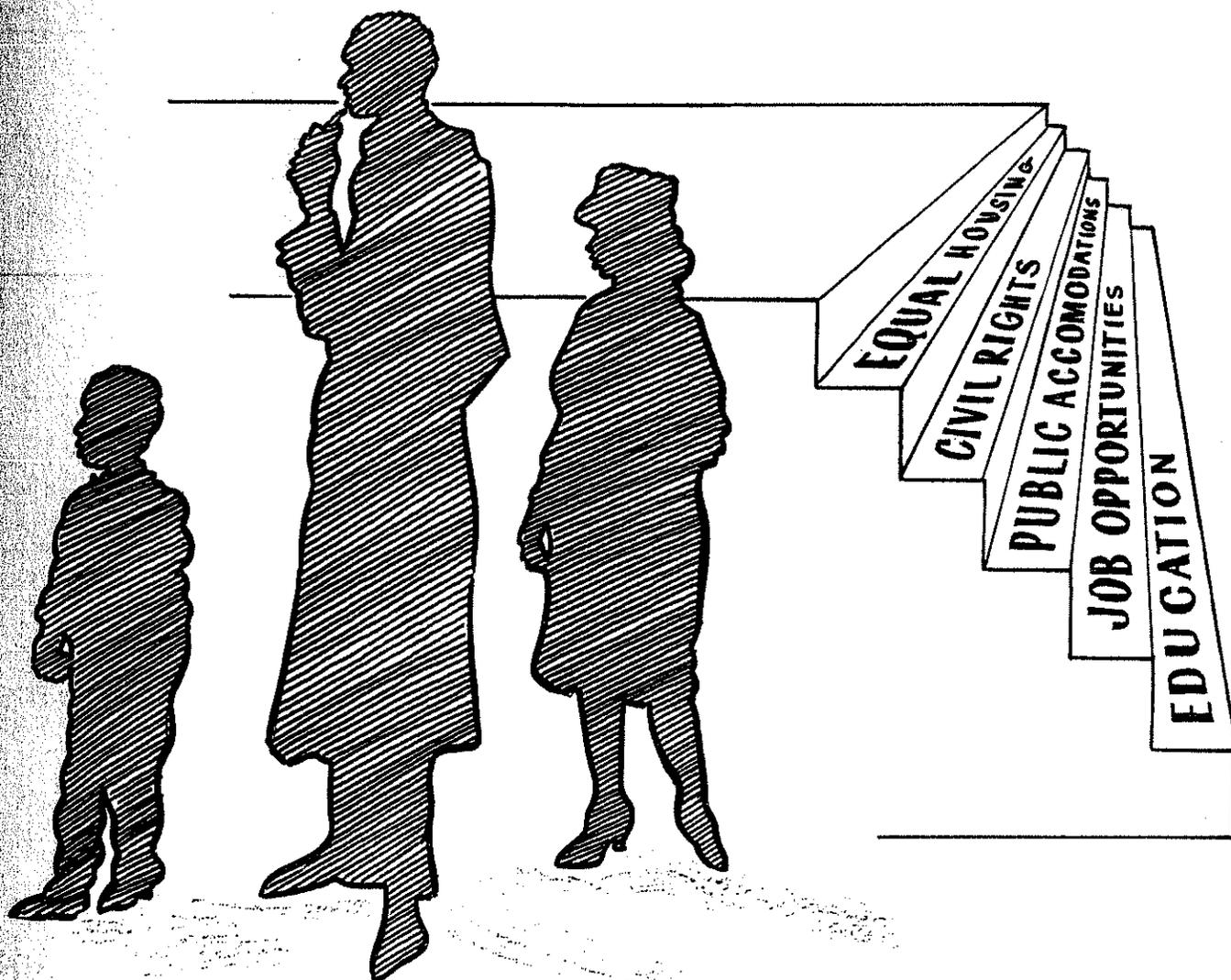


ANNUAL REPORT

WEST VIRGINIA HUMAN RIGHTS COMMISSION



1962 - 63

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STATE OF WEST VIRGINIA HUMAN RIGHTS COMMISSION

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December 1, 1963

Letter of Transmittal

The Honorable William Wallace Barron
Governor of West Virginia
The State Capitol
Charleston, West Virginia

Dear Governor Barron:

We are enclosing a copy of the second annual report on the activities of the West Virginia Human Rights Commission covering the period from July 1, 1962 to June 30, 1963, in compliance with the provisions of the law creating the Commission.

Respectfully submitted,

The Commission

SECOND ANNUAL REPORT
WEST VIRGINIA HUMAN RIGHTS COMMISSION

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INTRODUCTION

The function of this Commission was set forth by the 1961 Legislature, "The Commission shall encourage and endeavor to bring about mutual understanding and respect among all racial, religious and ethnic groups within the state and shall strive to eliminate all discrimination in employment and places of public accommodations by virtue of race, creed or religious belief."

The Commission has sought to carry out this function in the first instance through the encouragement and assistance to local groups, particularly locally appointed human rights commissions, and secondly, through special projects, such as the Equal Service Program and Emblem, in which we again sought to utilize the interest and concern of local citizens' groups. This approach is grounded upon the concept that local individuals must be responsible for the patterns of local community relationships and that a primary responsibility for ending discrimination rests with the leadership of the local community.

Three major advancements may be indicated as the achievements of this year; the growth of local human rights commissions, now fourteen in number; the increase in the number of hotels and restaurants providing equal service, now representing a majority of the first-class establishments, and the employment of Negroes in sales positions by department stores, variety stores and supermarkets located in most of the major communities.

With the Supreme Court decision of 1954 regarding school segregation, the only legal provision for segregation in West Virginia ceased to be in force. Since that time, no public official of the state has taken any stand other than compliance with the Supreme Court decision, creating for West Virginia a climate of public opinion in which progressive change could be made.

The twelve months included in this report is a period which has seen tremendous changes at the national level in the struggle for human rights. Characteristic of the increased tempo of change is the

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fact that events such as the President's executive order in public housing, which a few years earlier would have been hailed as monumental gains, was felt by many to be only a minor achievement in the context of today's developments.

It must be recognized that important changes took place within the Negro community as a result of the intensive campaign last May in Birmingham. The use of police dogs and high pressure fire hoses in the efforts to suppress the demonstrations brought a tremendous outcry of protest from citizens across the nation. This outrage solidified the Negro community into a new determination. There is no longer much of any argument regarding pickets, sit-ins and other mass demonstrations. These techniques of protest are now accepted as a part of the necessary activity. Thus the assertion can be made almost with certainty that anyone who aspires to leadership must serve his apprenticeship in jail. No voice which counsels patience, gradualism or delay has any hearing within the Negro community. The word is NOW. Leadership and initiative are being seized by the young. The mood of these youths was aptly described by one person in saying, "The Negro feels he is in a cage. No mere enlarging the cage will do. He intends to do away with the cage."

The mood of change which has reached all sections of the country has in many ways totally altered the situation in which we work and the framework in which we seek to find new patterns. All past accomplishments are not enough. The burning issue is only what lies ahead to be accomplished.

In the context of a revolution in the making, no one is more conscious than we of the limitations of our efforts.

PUBLIC ACCOMMODATIONS

" and shall strive to eliminate all discrimination in places of public accommodations."

The Commission has sought to carry out its responsibility in the area of public accommodations through several activities.

A series of complaints were brought to the attention of the Commission regarding denial of service in the Parkersburg area. While several places were involved, almost half of the complaints were regarding the Chancellor Hotel. We relayed these complaints to the Parkersburg Commission.

They reviewed the efforts of the Brotherhood Committee (a citizens' group) to secure equal service during the past several years. After some time, the Parkersburg Commission requested a meeting with the local restaurant association. This meeting was never held.

The State Commission decided it should endeavor to strengthen the approach of the Parkersburg Commission and aid in rallying community support for equal service. We therefore set a public meeting in Parkersburg as of April 17. This meeting was held jointly with the Parkersburg Commission. Members of the Parkersburg Commission and other community persons present felt the problem involved two places. Mrs. Wilson went to the telephone to invite these managers to discuss their policies. The manager of the Chancellor Hotel said he did not care to discuss it and hung up. The other person said he did not feel he could change until the hotel changed its policy and did not feel much could be gained unless the hotel manager was willing to discuss it. However, this manager did change his policy within a month following this public meeting.

To our knowledge, all major restaurants in the Parkersburg area are open to all with the exception of the dining room of the Chancellor Hotel. As recent as mid-October the hotel refused service to four Negro women who were members of a delegation of the Council of

with insect spray and burned sulphur candles.

Following the first incident, the director and a member of the Huntington Commission met with the manager to endeavor to effect a change of policy. The manager indicated no willingness to change. Subsequent efforts by the Huntington Commission, as well as the Huntington City Council, likewise were unsuccessful. The management sought court action to limit picketing and prevent entrance. The proceedings before Judge Hereford brought a decisive opinion that since the restaurant is licensed by the state and receives other benefits such as fire inspection from state officials, it has an obligation to serve all. It cannot request the help of the court in practicing discrimination. The full text of the opinion was placed in the Congressional Record of September 9, 1963, by Congressman Hechler.

Following this decision charges of trespassing and assault were dismissed. Picketing and sit-ins have occurred only once or twice with no change of policy by the management of the White Pantry restaurant.

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The Commission received a complaint from a Negro member of the American Legion that his request for a reservation at the West Virginian Hotel in Bluefield where the state convention was to be held had been denied. The Commission sent letters of protest to both the hotel and the Legion. Subsequently the convention was moved to Huntington. Later, the West Virginian Hotel agreed to accept Negro members attending the State Bar Convention. The hotel has not otherwise changed its policy.

•••••
Early in January of 1963, the Commission decided that we should devote a major block of time for the balance of the program year in an effort to secure equal service in places of public accommodations. It was agreed that (1) we would design an emblem which we would ask managers to display as a sign of equal service; (2) we should seek to make an intensive campaign in certain sections; and (3) the appeal should be connected to the theme of visitors-to the state as a part of the centennial observance.

A brochure was prepared entitled "It's Good Business to Provide Equal Service for All," which set forth the program, the experiences of managers of facilities providing equal service, and

statements of support of nine prominent West Virginians in governmental and public life. The emblem is a double-faced decal, approximately 4x6 inches on which the state seal appears in blue on a gold background with the words across the top "Equal Service for All Commended by the State of West Virginia."

The four highways designated pass through twenty-four of the state's fifty-five counties. The effort was made to secure in each of these counties, a community group which would make an approach to the management of all restaurants, hotels and motels and any other facilities situated along the highway or in communities through which the highways pass, to secure a commitment to equal service and the display of the equal service emblem. The majority of the groups contacted and asked to work with us were county ministerial associations or county councils of churches. Groups in nineteen of the twenty-four counties indicated their willingness to carry out the project. Three of the counties which were not organized were primarily rural counties in which were located very few facilities. The other two were along the eastern portion of Highway 60.

The reporting back to us and undoubtedly the activity undertaken by the various community groups varied to a considerable degree. We had hoped that each committee would conduct a systematic canvass of each of the facilities and report on the number of places contacted and the number of them willing to display the emblem. A number of the committees did so in exact figures but too few to make a meaningful tabulation as to the actual number of emblems displayed. Some reported that "most" would display the emblem; others reported that they left emblems but were not given a firm commitment to display them. A number reported managers who said they would give equal service but for one reason or another would not display the emblem.

Insofar as the effort to secure the display of the emblem and to facilitate the Negro traveler by identifying places that will provide equal service, the project must be said to have had only limited success.

❖
Late in June, as a result of a newspaper report that a Negro couple had found only two places "open" between Charleston and White Sulphur Springs, a group of Charleston citizens (all white) decided to make a canvass of facilities along this route.

In groups of two or three, they went to each facility, made a purchase and discussed the issue of equal service. They reported that fourteen restaurants with table service indicated they would serve Negroes and that most of the drive-in restaurants indicated their willingness to do so.

The group then decided to extend their efforts and altogether covered approximately 700 miles of highways in the southern part of the state. They did not include cities. They reported that 72% of the facilities they approached would give equal service. They were also more successful in securing the display of the emblem in this extension of their efforts.

During late summer and early fall (technically after the time of this report) several reports have come to us indicating considerable changes taking place in the area of restaurants. Two in Bluefield have opened, one in Charles Town, three in Harpers Ferry and most of those in Martinsburg.

While the efforts of the State Commission and the publicity given to the issue of equal service is no doubt only one of several factors at work, it is clear that considerable progress has been made toward the establishment of equal service for all.

Of the three types of facilities concerned in these efforts, motels practice discrimination more widely than any other.

Major hotels in principal cities accept all persons, except for those noted, the Chancellor in Parkersburg and the West Virginian in Bluefield. The Shenandoah Hotel in Martinsburg does not accept Negroes in its dining room.

Until such time as all facilities are open to all, we must continue to urge the display of the Commission's emblem of equal service. This is the only way a Negro traveler can be sure of avoiding the indignity of a refusal. We hope that all who are prepared to

give equal service will display the emblem. The emblem is available from the office of the State Commission on Human Rights.

Complaints against recreational facilities are fairly widespread. A swimming pool operated by a community recreational body, but located on land owned by the city of Princeton, excludes Negroes.

Bowling alleys are the source of complaints in a number of cities. Almost all of those located in Wheeling are closed to Negroes. A skating rink in Wheeling opened only recently after nearly a year of negotiations. A complaint has recently been filed against a skating rink in Charleston. Segregated seating is practiced by a number of theaters.

EMPLOYMENT

"So far, however, business has done little more than react to pressure from Negro groups. A few companies, to be sure, are making conscientious efforts on their own to break the color line. . . . and their experience is highly relevant. But in the aggregate, corporations' voluntary actions have fallen desperately short of what needs to be done to increase Negro employment. Indeed, the evidence suggests that despite management's preference for voluntary methods some form of compulsion is necessary to evoke a real change."

Charles E. Silberman
"The Businessman and the Negro"
FORTUNE, September, 1963

The Commission's work in the area of employment has been confined to three principal efforts.

It has made direct approaches to a limited number of companies either in a continuing relationship to further affirmative action for the employment of Negroes or initial contacts with others to encourage the adoption of such policies. The above quotation underscores the importance and need for such an approach. The Commission has found industry receptive and cooperative but cannot significantly increase the number of such contacts until such time as its own staff may be increased.

The relative static positions of much industry today or the limited employment of the small new companies being established will result in the employment of few, if any Negroes, unless conscientious and affirmative action is undertaken by management to recruit Negro applicants.

In a recent public meeting, a city council representative made much of the fact of this body's efforts to attract new industry. Negroes protested that this industry had resulted in the employment of one Negro and that as a janitor. The personnel manager of a plant of a national company insisted their plant was open to all. The plant, employing more than 100 men, opened less than three years ago, and has not hired one Negro, although Negroes make up 15% of the county's population.

The Commission has endeavored to encourage and assist local commissions in making an approach to business and industry in their community. While some success has been achieved in approaching retail merchants through the chamber of commerce or the merchants' association, there seems to be no satisfactory short-cut to individual discussions with industrial employers. Since none of our local commissions has any employed staff, the time available for such visits is necessarily limited.

The third effort has been in the area of guidance and training for minority youth. The entrance of Negroes to many jobs is handicapped not only by the history of discrimination but by the failure of a considerable number of Negroes to achieve the training and skills that are prerequisites for employment in many fields.

A special mailing with information on sources of scholarships was sent to approximately 150 persons who work with Negro youth.

The guidance manual "COUNSELING MINORITY GROUP YOUTH" prepared by the Ohio Civil Rights Commission and the State Department of Education of Ohio was sent to all high school guidance counselors in the state.

A significant increase in the employment of Negroes in the retail trade field has occurred during the late summer and early fall of 1963. While the greater part of this came after the period designated in this report, it is related to the effort and work of earlier contacts.

In one community, six major department and variety stores agreed to employ Negro sales personnel as of a given date. Several others not included in the agreement employed Negro sales personnel within a few weeks. In another community, such an agreement had no specific date and has not been implemented as widely.

While we have no exact figures, the reports reaching us would indicate that department stores, variety stores and supermarkets in quite a number, if not most, of the larger cities have employed some Negroes in sales and cashier positions. This trend has also reached some of the smaller communities. Merchants in one town of 3,000 have

agreed to include Negroes as extra help employed at Christmas time.

This pattern is important not only for itself but also for the important impact it will have on community attitude for ending discrimination in other areas as well.

Equal Opportunity Within Civil Service.

The members of the State Human Rights Commission met with the members of the Civil Service Commission to discuss the procedures within the civil service system to protect equality of opportunity as provided for in the civil service law. The Commission recommended three specific steps.

1. That a notice of nondiscrimination be included in each civil service job announcement.
2. That the Civil Service Commission adopt a clearly defined procedure for handling complaints of discrimination and that this procedure be announced to all employees, such as the inclusion in the employees' handbook.
3. That each department covered by civil service be requested to develop a procedure for processing complaints of discrimination which would facilitate their handling short of a hearing before the Civil Service Commission.

The Civil Service Commission adopted the first two recommendations, but felt that the third item was a matter for individual departments to adopt.

Each notice of job examinations by the Civil Service Commission includes the following: "No person shall be appointed or

promoted or demoted or dismissed from any position in the classified services or in any way favored or discriminated against with respect to such employment because of his political or religious opinions or affiliations or race."

In "RULES AND REGULATIONS" of the Civil Service Commission ". . . an employee who alleges that he has been discriminated against in recruitment, examination, appointment, training, retention or any other personnel action because of political or religious opinions or affiliations or because of race, national origin, or other nonmerit factors shall have the right to be heard by the Civil Service Commission."

LOCAL HUMAN RIGHTS COMMISSIONS

Late in the spring of 1962 the Commission undertook to encourage the formation of city human rights commissions. Three city commissions were in existence at that time, Charleston, Clarksburg and Parkersburg. Letters were sent to twenty-eight mayors urging the formation of such commissions. By the time our last annual report was made, Fairmont, Huntington, Montgomery, Princeton and Wheeling had acted to establish human rights commissions. Since that time, Beckley, Bluefield, Buckhannon, Cedar Grove, Logan and Morgantown have appointed human rights commissions.

Not all these commissions are today carrying out an active program. Some showed an initial energy but then fell into an irregular schedule of meetings. Others never really got going either because they saw no important needs in their community or the authority responsible for their appointment wanted in fact no real change to take place.

The Commission continues to encourage the formation of local human rights commissions. In late summer of 1963 a second letter urging the formation of such commissions went to a group of twenty-five cities including some which had not received the first letter. At this writing, Hinton and Williamson have indicated favorable responses.

The Commission at one point had intended to include in this annual report a major section on each of the cities in which human rights commissions have been appointed. An extensive questionnaire concerning the practices of discrimination was sent to each of the local commissions. Answering the questionnaire proved to be beyond the ability of the commissions, and while several returned the questionnaire partially completed, too few were completed in sufficient detail to make feasible such a report.

It is clear that a local human rights commission can make a valuable contribution to the furthering of human rights and interracial understanding. However, in order to do so, the city council, in making the appointment, needs not only to believe in the desirability of change but also to be committed to the eradication of discriminatory practices.

The membership of the various commissions must be dedicated to a positive and affirmative leadership and must be prepared to meet on a regular basis. Further, members must be willing and able to devote time and energy to such work.

(See Appendix for list of local commissions.)

LEADERSHIP FOR CONFERENCE FOR LOCAL HUMAN RIGHTS COMMISSIONS
HELD DECEMBER 14, 1962



Thomas W. Gavett
Chairman

John I. Binkley
President's
Committee

Peter L. Libassi
Federal Civil
Rights

Thomas Sanders
Urban Renewal
Administration

PUBLIC MEETINGS

The Commission held two public meetings during the fiscal year represented in this report. In October the Commission met in Clarksburg in a joint meeting with the Clarksburg Human Rights Commission. This session focused special attention on employment and was attended by persons, who for the most part, represented the industrial and business communities. The general nature of the comments and reports was that while industry had employed a few Negroes and had adopted a nondiscriminatory policy, industry had, in fact, employed relatively few persons in the last two years and had little promise of any significant change or increase in work force in the immediate future. It therefore seemed rather doubtful whether there would be a significant number of Negroes entering industrial employment in the immediate future.

The representative of the Association of Retail Merchants made a statement recognizing the purposes of the local human rights commission and indicating the belief of his organization in equality of opportunity. This statement was given reality by late summer of 1963 when several Negroes had been placed in retail sales positions. Some question was raised about the willingness of commercial schools to accept Negroes. Dr. Hurley of Salem College assured the Commission and the community that the programs of the college were open to all and he encouraged the young lady who raised the question to come to the extension service program and discuss her situation. She later enrolled for courses as a part-time student.

The second hearing was held in Parkersburg in April (see report in section on PUBLIC ACCOMMODATIONS for account of this meeting).

The Commission felt that both of these meetings served a useful function of assisting the local human rights commissions and of acquainting persons with the State Human Rights Commission. Plans were made for a more extensive schedule of public-hearing meetings and four were planned for the late summer and early fall: Bluefield, August 13; Martinsburg and Charles Town, September 10 and Williamson, October 15.

SCHOOL INTEGRATION

The last published report on the extent of integration in the public schools of West Virginia was that of the Civil Rights Advisory Committee in 1961. In that report, counties were listed under six ratings from complete integration to no integration.

The Committee noted that it was difficult to assemble data about steps taken toward integration. This still is true. Rarely are the actions taken by a county given any wide publicity, and some superintendents are reluctant to volunteer any information even in private interviews. In general, this same reluctance applies to the Department of Education as well. The official position is that records are no longer kept by race. We would guess, however, that department personnel do know rather clearly the extent of integration and the steps being taken by the various counties each year.

Reports do indicate that additional Negro schools are being discontinued each year. Two factors are of importance in this change; one is the decline in population in many counties and the second is the transfer of Negro students to other schools.

Sometimes a rather major shift occurs as at Ramer Memorial school in Martinsburg. Last year its enrollment was 161. When school opened in September only 71 students enrolled. The Board of Education decided to transfer the fifth and sixth grades to another school a block away, and to place four of the teachers in other schools, bringing about the first faculty integration in the county.

In other situations it is a fair guess that all-Negro schools are continued in order to avoid the integration of teachers. The Conley school in Mullens has 57 students and five teachers. The Bolling school in Lewisburg has 98 students and eight teachers, although the principal is a part-time teacher in the high school.

The complaints of Negroes center around the continuation of all-Negro schools, limited integration of faculty, absence of Negro

principals in any except all-Negro schools, and the lack of employment of new Negro teachers. Complaints are also raised regarding the fact that whenever Negro schools have been utilized in the integrated program the name has been changed and a new faculty has been assigned.

The Commission has not undertaken a full study of school integration but has assembled some information regarding the number of all-Negro schools. There may be some error in our figures for elementary schools. We compared the 1952-53 directory with the 1962-63 school directory to tabulate Negro schools still in existence. The 1952-53 directory designated Negro schools. Error is probably in the direction of under reporting of all-Negro schools.

McDowell County operates a disproportionate number of the all-Negro schools of the state. It has 23 elementary schools, one three-year junior high school and four six-year high schools. The state totals are two three-year junior high schools, nine six-year high schools, one three-year senior high school and 76 elementary schools.

The number of all-Negro elementary schools is as follows.

<u>County</u>	<u>Number</u>
McDowell	23
Fayette	18
Raleigh	9
Mercer	4
Jefferson	3
Greenbrier	3
Kanawha	2
*Barbour	2
**Summers	2
Mingo	2

Grant, Hampshire^{***}, Berkeley, Cabell, Hancock, Logan, Pocahontas and Wyoming all have one each.

*Barbour County may have some schools formerly designated as colored which are integrated. Most nonwhites in the county belong

Jefferson County

Page-Jackson at Charles Town 7-12 grades 132 students

Mingo County

Liberty at Williamson 7-12 grades 176 students

Wyoming County

Conley at Mullens 7-12 grades 122 students

The 1960 census for McDowell County shows 5,319 Negro children between the ages of 6 and 18; 3,978 were enrolled in all-Negro schools in the 1962-63 school year.

In Jefferson County the census figure is 828 with 620 enrolled in all-Negro schools.

Mercer County has a census figure of 2,007 and 1,461 enrolled in all-Negro schools.

Raleigh County has a census figure of 2,934 and 1,309 enrolled in all-Negro schools.

Wyoming County has a census figure of 429 and 179 enrolled in all-Negro schools.

Mingo County has a census figure of 620 and 402 enrolled in all-Negro schools.

Fayette County has 1,133 enrolled in its all-Negro elementary schools. Since all junior and senior high schools have been integrated the comparative figure is not available, but it would suggest that a very considerable proportion of Negro elementary children attend all-Negro schools. (The census figure for Negro children between the ages of 6 and 18 is 2,569.)

The same is perhaps not quite as true for Greenbrier, where the three Negro schools have an enrollment of 20, 24 and 98. (The census figure is 481.)

Twenty-three of the all-Negro elementary schools are one-teacher schools; 19 are two-teachers schools. The other 34 have three teachers or more.

No figures are available as to the distribution of Negro teachers. The degree of integration varies between the counties. It would seem to be fairly certain, however, that few new Negro teachers are being hired except for all-Negro schools. We have no information of new Negro teachers being hired and placed in an all-white classroom. It would seem that the Negro teachers are completely bypassed by counties with few or no Negro students despite the need for qualified teachers.

Insofar as we are aware, the Department of Education has given only minimal leadership for full integration of faculty. We are unaware of any position of the West Virginia Educational Association calling for full integration of the Negro teachers.

Furthermore, there is an almost complete absence of any positive program for human relations in the schools. What does exist is left to the initiative of the individual teachers. We are unaware of any county that has initiated a positive program of teaching understanding. The educational community has by and large remained silent as to the significance of the social revolution which is taking place.

QUESTIONS OF RACE AND RELIGION ON COLLEGE APPLICATION FORMS

In the spring of 1962 the Commission sent letters to the presidents of all the State colleges and universities regarding questions of race and religion on application for admission forms. About half were revealed to have one or both questions on the form. All agreed to remove them.

A resurvey of the actual application forms in use in the spring of 1963 revealed that Potomac State College was still using a form which inquired of race, religion and nationality, while both Bluefield State College and the graduate school of West Virginia University were still employing a form which posed the question of religion. Application forms for the graduate and undergraduate schools of West Virginia University have space for data on race, religious preference and nationality on that portion of the form on which data is coded for transfer to punch cards.

There was no question regarding the admission practices of these schools. All State supported schools have admitted Negroes. All private four-year colleges have either admitted Negroes or indicated their willingness to do so by policy statement.

DISCRIMINATION IN SPORTS

Discrimination in sports made the headlines in two instances. It was revealed in October that the West Virginia Open Golf Tournament had refused to accept the entry fee of John Shelton, captain of the West Virginia State College golf team. Shelton is a Negro. The issue was again in the headlines in April when there was a question whether the site proposed for the 1963 tournament would be open to all or whether it would be open only to those invited to participate. On October 1, 1963, there was a news story that the tournament would be held on an integrated basis.

In late May, a sports writer in Beckley charged that the Little League program in the city was screening out all Negro applicants in order to assure an all-white team. Investigation showed that while there were few Negro tryouts, none of them had ever been approved for the team. The Commission felt there were good grounds to credit the allegations that no Negroes were expected to be approved for team assignments.

A Little League official made an investigation and issued a public statement that no discrimination was found. As far as we were able to learn, the official talked to no one except the local Little League Committee, the reporter who had broken the story and his editor. According to the latter two, this was a most unsatisfactory interview and they said so in subsequent stories and editorials. The Little League did cancel plans for the Little League Senior Division World Series but gave as its reason the disagreement between the newspapers rather than discrimination.

THE EMANCIPATION PROCLAMATION COMMITTEE

The Commission assisted the Committee for the observance of the 100th anniversary of the Emancipation Proclamation in carrying out two of the major functions included in that program. The executive director served on the planning committee and carried out a conference leadership assignment for both the New Century of Freedom Youth Conference, held at Camp Caesar, March 30-31, and the Conference on Fair Employment held at West Virginia State College, June 21-22. In addition, Dr. Gavett gave a major address for the latter conference. Both of these were well attended.

Several counties included in their centennial celebration a special recognition of the Emancipation Proclamation or held special occasions of recognition.

RECOMMENDATIONS

We believe that every West Virginian has a right to be proud of the record of progressive ending of discrimination which has taken place. However, we do not believe that the rights guaranteed by the Constitution were intended to be made available to some persons only on a gradual basis. We are not content to measure ourselves by the conduct of Mississippi or merely to congratulate ourselves that the atrocities of Birmingham have not happened here.

The call which Governor Barron issued prior to the June 20 centennial celebration to rid the state of the last remaining pockets of segregation and discrimination is an obligation which falls upon all of us, but it is an obligation which particularly rests upon the family of elected and appointed government officials. We believe that each department can and must accept a responsibility for the development of a definite program to end discrimination and promote human rights.

We, therefore, recommend a series of executive actions by the Governor and various department heads to establish a comprehensive and affirmative program to end discrimination and to encourage desegregation.

1. That the Legislature adopt an enforceable fair employment and public accommodations law.
2. That the Governor issue an executive order banning discrimination in all places of public accommodations, including all facilities and places which may be licensed by the state.
3. That all State institutions review practices to eliminate any patterns of segregated assignments, segregated facilities, including dining rooms, rest rooms, etc.
4. That a special committee be created to recruit qualified Negroes as applicants for State positions.
5. That all persons traveling at State expense be requested to utilize only the hotels, motels and restaurants that practice a policy of nondiscrimination.

6. That all persons arranging for conferences and meetings in public places utilize only such facilities that regularly follow a practice of nondiscrimination.
7. That the State Board of Education adopt and promulgate a policy of the discontinuance of all-Negro schools and the promotion of positive human relations in the schools.
 - a. That the Board set a date of not more than five years hence for the elimination of all separate Negro schools within the state.
 - b. That the Board adopt a policy of positive leadership for the integration of faculty and administrative personnel.
 - c. That the Board adopt a policy of promoting human relations in the schools, and that attention be given to curriculum content and assistance to teachers in dealing with prejudices and handling interracial activities.
8. That all presidents of State colleges and universities re-examine their policies and procedures of recruiting professional and other personnel to be sure their procedures encourage qualified Negro applicants.
9. That the Commissioner of Welfare survey all hospitals, health care and other institutions to which payments are made under the various assistance programs, to assure that equal and nondiscriminatory services are being provided.
10. That the Employment Service continuously emphasize nondiscriminatory practices in the referrals of job or retraining applicants, enlarge its minority relations staff and explore the possibilities of job referrals on a state-wide basis in order to offset the limited geographic distribution of the Negro population.
11. That all programs that are administered by any State agency or personnel should take positive and affirmative action to end patterns of discrimination.

12. That the Department of Commerce, Department of Agriculture and any other agency concerned with the recruitment of new industry and business adopt a positive position on human rights and the elimination of discrimination. These departments and agencies should circulate material regarding only those tourists' facilities pledged to nondiscrimination.
13. That all agencies which license or regulate training facilities shall adopt a positive program to eliminate discriminatory practices in the acceptance of students.

That all agencies which conduct any training, retraining, rehabilitation or apprenticeship programs or provide assistance of whatever nature, shall insist that all such programs are open to all and shall develop positive programs to this end.

APPENDIX

MEMBERS OF THE STATE COMMISSION

Several changes have occurred in the membership of the Commission.

Mr. James Haranzo, whose term expired June 30, 1962, asked not to be re-appointed. Mr. D. Paul Camilletti was named for a full term.

Mr. Harry Jones resigned in October, 1962. The Reverend Robert B. Powell was named to fill the unexpired portion of his term. Mrs. Memphis T. Garrison was named to the full term.

Mr. J. C. Kingslow resigned in September, 1963. The Reverend J. Matthew Coleman was named to the unexpired portion of his term.

The present commissioners and their terms are as follow:

Dr. Thomas W. Gavett Chairman	Morgantown	June 30, 1964
Mrs. Charles W. Wilson, III Vice Chairman	Charleston	June 30, 1966
Mr. D. Paul Camilletti	Wheeling	June 30, 1965
Rev. J. Matthew Coleman	Bluefield	June 30, 1964
Rabbi Samuel Cooper	Charleston	June 30, 1964
Mrs. Memphis T. Garrison	Huntington	June 30, 1966
Mr. Leslie A. Martin	Charleston	June 30, 1965
Mr. Harley R. Richards	Parkersburg	June 30, 1965
Mr. Robert Welch	Huntington	June 30, 1966

By law the Commission may not contain more than five members of any one political party. At least one person must represent each congressional district and there may be no more than three members from any one congressional district.

MEETINGS

The following list of meetings are among those to which the executive director has either spoken or served as a conference leader.

1. The Conference of the State-Wide Methodist Church on Race Relations
2. The John Stuart Methodist Church, Bluefield
3. The Annual Meeting of the State Council of Churches
4. A community meeting in Williamson
5. A community meeting in Martinsburg
6. The Exchange Club of Charleston
7. The Civitan Club of Charleston
8. The Wesleyan Methodist Church of Charleston
9. The Parkersburg Brotherhood Dinner
10. The Fairmont State College Religious Emphasis Week Program
11. The United Church Women, Charleston Area
12. The Youth of the First Baptist Church, Fairmont
13. The Ministerial Association of Wayne County
14. The Ministerial Association of Taylor County
15. The Ministerial Association of Sistersville
16. The Ministerial Association of Preston County
17. The New Century of Freedom Conference, Camp Caesar
18. The Youth Group, Christ Methodist Church, Charleston

19. The Presbyterian Synod, Elkins
20. The Conference of the Emancipation Proclamation Committee, Institute
21. The Faculty-Student Workshop, West Virginia State College Assembly.

The Commission participated in three national conferences during the past year. Mrs. Wilson and the executive director attended the National Association of Intergroup Relations Officials Annual Conference held in Washington, D. C., in November. This conference was attended by approximately 600 professional and commission members who are concerned with the issues of equal rights throughout the nation.

In April the executive director and Mr. D. Paul Camilletti attended the conference on housing, called by the National Committee Against Discrimination in Housing for the purpose of hearing the interpretation of the work of the President's Committee on Equal Opportunity in Housing and other matters related to ending discrimination in housing.

In May, Dr. Gavett and the executive director attended the meeting of State Human Rights Commissions in Pittsburgh, whose fundamental purposes are to provide liaison between the commissions of the several states which have human rights commissions.

QUESTIONNAIRE FOR CITY COMMISSIONS

A. PUBLIC FACILITIES

1. Are the following facilities open to all in your community?

Motels
Hotels
Theaters
Restaurants
Swimming Pools
Bowling Alleys
Skating Rinks
Others (specify)

2. If restricted, what are the circumstances? (Advance reservations required, must be accompanied by white people, etc.)

B. EMPLOYMENT

1. Are employment opportunities open to all in the following industries?

Mining
Construction
Manufacturing
Transportation
Public utilities
Retail-wholesale trade
Services
Government: Local
 State
 Federal

2. Where employment is open, are Negroes restricted to menial jobs (janitor, etc.), or are they hired as clerks, clerical workers, professional personnel, and managers?
3. Do application forms have questions of race or religion?
4. Is membership in any local union closed to members of a minority group? Which unions?
5. Do any collective bargaining agreements in your area have a clause guaranteeing equal opportunity for all? Which collective bargaining contracts have such a clause? Which do not?
6. Do any employers indicate in their help-wanted ads that they are equal opportunity employers? Which employers?

7. Are there private or public training facilities for clerical or sales workers in your community? Are they open to all?

C. EDUCATION

1. Are there any schools which have more than 85% Negro student body?
2. Is the teaching staff in the public schools integrated?
3. Are there Negroes at the supervisory level (principals, reading supervisors, etc.)?
4. Is there a vocational guidance counselor in the public schools? Does he make an effort to provide appropriate counseling to minority youth? If not, why not?
5. Does your local school board hire Negroes for nonteaching jobs (secretaries, school bus drivers, etc.)?

D. HOUSING

1. Are there residential areas in your community which exclude Negroes?
2. Will real estate agents show houses in all areas of your community to Negroes?
3. Are collateral requirements policies unfairly applied by lending institutions to minority groups solely on the basis of color, creed or national origin?
4. Are there any public housing projects in your community? Are they integrated? Within the same building?
5. Is there, or has there been, an urban renewal project in your community? What plans are being made to provide housing for Negroes displaced from their homes by the urban renewal project? Has your commission been involved in urban renewal relocation planning?

E. MEDICAL CARE

1. Are all types of accommodations in your local hospitals open to all?
2. Are Negro doctors and dentists admitted to the local professional societies?
3. Are ambulance services available to all in every case?
4. Do white doctors and dentists accept Negro patients?
5. Are training facilities for x-ray technicians, nurses, etc., open to all?

F. GENERAL

1. Are there any groups actively opposing a policy of equal opportunity for all in your community?
2. What are the obstacles to the implementation of an equal opportunity policy in your community?
3. Are there any specific ways the State Human Rights Commission might be able to help your city commission to achieve its objectives?

G. ABOUT YOUR COMMISSION

1. When was your Commission created?
2. How many members does it have? How are they selected?
3. Was your Commission created by the city council or by an executive order of the mayor?
4. Does the city provide your Commission any funds or supplies?

H. SUMMARY OF ACTIVITIES OF YOUR COMMISSION

1. Has your Commission conducted any studies (survey of practices of restaurants, employers, etc.)?
2. Have you established contacts with any groups?
3. Educational meetings with community groups?
4. Other measures used to facilitate a policy of equal opportunity?

A LIST OF LOCAL CITY HUMAN RIGHTS COMMISSIONS AND THEIR CHAIRMEN

BECKLEY

Mr. Isadore Wein
107 Queen Street

BLUEFIELD

Reverend Malcolm Fuller
217 Oakdell Drive

BUCKHANNON

Dr. J. C. Huffman
16 Park Street

CEDAR GROVE

Spencer Simpson
Cedar Grove

CHARLESTON

Mr. R. J. Murphy
939 Greendale Drive

CLARKSBURG

Mr. DeWitt Wyatt
116 Ridenour Street

FAIRMONT

Mr. Clyde Riley
First National Bank Building

HUNTINGTON

Reverend Royce MacDonald
1325 Ritter Boulevard

LOGAN

Mr. Edward I. Eiland
302 Sears Building

MONTGOMERY

Reverend Leslie F. Prutton
308 Fourth Avenue

MORGANTOWN

Dr. Donald R. Hayhurst
West Virginia University

PARKERSBURG

Reverend John A. Wolfe
3469 Roseland

PRINCETON

Reverend Norman Crawford
First Christian Church

WHEELING

Mr. James J. Haranzo
25 Courtland Avenue

NOTE: Commissions have been appointed in Williamson and Dunbar,
but chairmen for these commissions have not been designated.