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1966-67



1966-67

annual report

West Virginia

Human Rights

Commission

State Capitol Building
Charleston, West Virginia

WEST VIRGINIA HUMAN RIGHTS COMMISSION

Sixth Annual Report

Fiscal Year 1966-67

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STATE OF WEST VIRGINIA HUMAN RIGHTS COMMISSION

STATE CAPITOL
CHARLESTON, WEST VIRGINIA 25305
TELEPHONE 348-2616

HULETT C. SMIT
GOVERNOR

- COMMISSIONERS
- RABBI SAMUEL COOPER
CHAIRMAN
CHARLESTON
 - MRS. ALICE ELDRED
VICE CHAIRMAN
SOUTH CHARLESTON
 - MR. D. PAUL CAMILLETTI
WHEELING
 - REV. J. MATTHEW COLEMAN
BLUEFIELD
 - MR. THOMAS M. DRAKE
MORGANTOWN
 - MR. JOHN A. JONES
WEIRTON
 - MR. H. R. RICHARDS
PARKERSBURG
 - MR. RUSSELL VAN CLEVE
CHARLESTON
 - MR. ARTHUR J. WILLIAMS
HUNTINGTON
 - CARL W. GLATT
EXECUTIVE DIRECTOR

December, 1967

The Honorable Hulett C. Smith
Governor of West Virginia
State Capitol Building
Charleston, West Virginia

Dear Governor Smith:

The West Virginia Human Rights Commission is pleased to submit its Sixth Annual Report for fiscal year 1966-67 pursuant to Article 11, Section 4 (i), Chapter Five of the Code of West Virginia.

West Virginia continues to forge ahead steadily, if not spectacularly, in its approach to the fulfillment of the promise of equality for all its citizens. With the passage of an enforceable civil rights law by the regular session of the 1967 Legislature, the Commission's basic responsibility increases. Employment and public accommodations now enjoy the full weight of state law. The Commission is grateful for your efforts and support in behalf of this legislation.

Confident of the continuance of your enlightened support in the year ahead, we see further leveling of the barriers that still prevent some of our citizens from participating fully in the rewards of our democratic society.

Very truly yours,

Rabbi Samuel Cooper
Chairman

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MEMBERS OF THE COMMISSION

Current members of the Commission and their terms of office are:

RABBI SAMUEL COOPER CHAIRMAN - Charleston Third Congressional District	June 30, 1970
MRS. ALICE ELDRED VICE CHAIRMAN - South Charleston Third Congressional District	June 30, 1969
MR. D. PAUL CAMILLETTI Wheeling First Congressional District	June 30, 1968
REV. J. MATTHEW COLEMAN Bluefield Fifth Congressional District	June 30, 1970
MR. THOMAS M. DRAKE Morgantown Second Congressional District	June 30, 1970
MR. JOHN A. JONES Weirton First Congressional District	June 30, 1969
MR. HARLEY R. RICHARDS Parkersburg Fourth Congressional District	June 30, 1968
MR. RUSSELL VAN CLEVE Charleston Third Congressional District	June 30, 1968
MR. A. J. WILLIAMS, JR. Huntington Fourth Congressional District	June 30, 1969

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Members are appointed by the Governor with the approval of the Senate. By law, the Commission may not contain more than five members of 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. Commission members are not paid, but may receive reimbursement for actual expenses incurred.

The Chairman and Vice Chairman are elected by the Commission membership at the annual meeting in July. The Commission meets approximately once a month. Currently, the regular meeting date is the second Thursday of the month.

F O R E W O R D

The year 1966-67 was most significant as far as the West Virginia Human Rights Commission was concerned. Tremendous steps forward were made with the passage of an enforceable civil rights law. House Bill #821 was passed March 11, 1967 and became effective on July 1, 1967. House Bill #821 passed the House of Delegates on March 8, 1967 by a vote of 98-0.

On Saturday, March 11, 1967, the final day of the legislative session, House Bill #821 was up for Third Reading (with the Right to Amend) in the Senate. A crucial amendment was voted on: to delete the subpoena powers provided in H. B. #821.

Debate and parliamentary maneuvering on the Senate floor lasted two and one-half hours. The amendment to delete the subpoena powers failed. The vote was 17 to 17 -- one short of the necessary majority for passage of the amendment.

The vote for passage of H. B. #821 in the Senate was 30 to 4. The House of Delegates quickly concurred with the minor Senate amendments by another 98-0 vote. The "West Virginia Human Rights Bill" was ready for the Governor's signature to become the "West Virginia Human Rights Act."

Credit must be given to Governor Hulett C. Smith and legislative leaders of both political parties. Grass-roots support was organized by the "Citizens Committee For A West Virginia Human Rights Law" with Rev. John Corrado as coordinator. Its Executive Board follows:

Bishop Fred G. Holloway
West Virginia Conference
of the Methodist Church

Bishop Wilburn C. Campbell
Episcopal Diocese of
West Virginia

Bishop Joseph H. Hodges
Catholic Diocese of
Wheeling

Rabbi Samuel Volkman
Temple Israel
Charleston

Rev. Elmer A. Dierks
Executive Secretary
W. Va. Council of Churches

Miles C. Stanley
President, W. Va.
Federation of Labor,
AFL-CIO

R. R. Humphreys
President, District 17,
United Mine Workers of
America - Charleston

Herbert H. Henderson
President, W. Va.
State NAACP

Elizabeth Gilmore
Executive Secretary
Charleston CORE

Lucille Pianfetti
President, Kanawha
Valley Council on
Human Relations

Gordon Hermanson
President, Davis &
Elkins College

John A. Jones
Director of Public
Relations, Weirton
Steel

These people and many more, too numerous to name, all helped to make this law a reality.

The Declaration of Policy of the new law states:

"It is the public policy of the state of West Virginia to provide all of its citizens equal opportunity for employment and equal access to places of public accommodations. Equal opportunity in the areas of employment and public accommodations is hereby declared to be a human right or civil right of all persons without regard to race, religion, color, national origin, age, sex, or ancestry.

The denial of these rights to properly qualified persons by reason of race, religion, color, national origin or ancestry is contrary to the principles of freedom and equality of opportunity and is destructive to a free and democratic society."

Housing, age, and sex provisions were deleted from the bill. Otherwise, the new law is a workable, enforceable law against discrimination

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covering employment and places of public accommodations. It has all its enforcement provisions intact, conforms to due process of law throughout, and may well be one of the strongest human rights laws in the nation.

The "employer" definition includes employers of twenty-five (25) or more persons. This is not broad enough to cover the many small employers typical of a small-town, rural state such as West Virginia. But it is a good start whereby the Commission can compile a record of fairness in case processing which will warrant broadening of the law in the next legislative session.

Employment agencies and labor unions, including job training and apprentice programs, are covered, as is the State of West Virginia and all the political subdivisions thereof. "Private clubs" are excluded from the employer coverage.

Public accommodations coverage couldn't be any more broad under the "umbrella clause" definition:

"The term 'place of public accommodations' means any establishment or person, as defined herein, including the state, or any political or civil subdivision thereof, which offers its services, goods, facilities, or accommodations to the general public, but shall not include any accommodations which are in their nature private."

The number of employees is not pertinent to the public accommodations definition. Whether a resort hotel with hundreds of employees or a hot-dog stand or barber shop with but two employees, the function of serving the general public determines the coverage of the Act.

The exclusion, "in their nature private," means bona fide private clubs whose membership is in full control of the election of officers, operations, and finances of the organization. The Commission will proceed

on a case-by-case basis for those incidents where the "in their nature private" may be a subterfuge to evade the human rights law.

The Commission policy will require notarized complaints before investigation of charges will commence. Where warranted by a finding of probable cause to credit the allegation of discrimination, confidential "conference and conciliation" will take place in an effort to reach a mutually satisfactory adjustment. Failing this, the Commission will be obliged to call a formal hearing at which both parties may be represented by counsel and from which the Commission can issue a cease and desist order enforceable in the circuit court.

Due process of law is assured as the formal hearings must be conducted under Chapter 29-A of the West Virginia Code. Chapter 29-A provides for judicial review available to either party aggrieved by an order of the Commission.

The circuit court may punish any person convicted of interfering with the Commission and its staff in the performance of duties pursuant to the Act, or any person who shall willfully violate a final order of the Commission. The penalty may be a fine of not less than one hundred dollars nor more than five hundred dollars, or by imprisonment not exceeding thirty days, or by both such fine and imprisonment.

Any complaint must be filed within sixty days of the date the alleged discriminatory incident occurred. The Act contains a reprisal clause protecting complainants, witnesses, or any person who has opposed any practices or acts forbidden by the human rights law.

Local human relations commissions may be established by ordinance or resolution under the law.

In June, 1967 the West Virginia Human Rights Commission prepared and mailed to covered employers and places of public accommodations, copies of the law, a short "primer" describing the law and its procedures, and a covering letter urging state-wide voluntary cooperation with both the letter and the spirit of the human rights law. Experience in other states shows that much of the laws' effectiveness has come from public cooperation and voluntary compliance by employers and proprietors of places of public accommodations. The West Virginia Human Rights Commission is confident this will be so in West Virginia.

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Two professional and one secretarial employee have been authorized as additions to the Commission staff commencing July 1, 1967. The Commission anticipates that 75% of staff activities will be related to its state-wide educational programming. Already there have been mounting requests for the Commission staff to fill speaking engagements for organizations seeking information and interpretation of the new law. All inquiries indicate a readiness to comply with the human rights law. The common question has been: how do we go about complying with the law?

The Commission's objective as stated by law is to:

" . . . encourage and endeavor to bring about mutual understanding and respect among all racial, religious and ethnic groups within the state and to strive to eliminate all discrimination in employment and places of public accommodations by virtue of race, religion, color, national origin or ancestry."

The law directs the Commission to enjoin discriminatory practices, to seek an affirmative remedy for individuals found to be aggrieved after investigation establishes probable cause; and to establish a policy and

practice by the respondent for the avoidance of further violations. The Commission now has means of dealing with a violator who, in the face of evidence, refuses to discontinue policies and practices that are contrary to the law. However, the spirit of the law is still to educate, persuade and conciliate rather than to punish or arbitrarily enforce.

William Allen White once declared, "Liberty is the only thing you cannot have unless you are willing to give it to others." The activities of Governor Smith, the West Virginia Legislature, and the West Virginia Human Rights Commission represent part of the effort by which equality shall be accorded to all who travel or work in the "Mountain State."

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RECOMMENDATIONS

1. The Commission recommends the enactment of a comprehensive state fair housing law with broad coverage in order to insure the end of discrimination and segregation in housing and the development of a free society in which every man, in fact, receives equal treatment and equal service in his search for a home.
2. The Commission recommends that the staff of the Commission be enlarged to permit more extensive contact with public and private human rights agencies and organizations in communities throughout the state. State regional offices should be established in several areas to more effectively administer the human rights law and render better service to areas distant from Charleston.

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COMMISSION PERSONNEL CHANGES

Mr. Emery F. Bacon resigned from the Commission in April, 1967 when he moved to Washington, D. C. to accept employment with the U. S. Department of Labor. Mr. Thomas M. Drake, Department of Political Science, West Virginia University, was named to fill the unexpired portion of his term. Mr. Leslie Martin, who had been with the Commission since its beginning, resigned for reasons of health. Mr. Russell Van Cleve, Research Development, Union Carbide, was appointed to replace him. Mr. William Sanders resigned, as the work load in his law firm did not allow him time to attend meetings. He was replaced by Mr. John A. Jones, Assistant to the President, Weirton Steel Company, Weirton, West Virginia.

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Mr. Carl W. Glatt became the Commission's new Executive Director July 1, 1966. Mr. Glatt comes highly recommended with six and one-half years of experience as Executive Director of the Kansas Commission on Civil Rights and eight and one-half years as Field Representative for the New Jersey Division Against Discrimination. A graduate of Cornell University with a degree in industrial and labor relations, Mr. Glatt is indeed a welcome addition to the staff.

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The Commission hired Mr. Franklin Gordon as Field Representative on September 1, 1966.

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STATE OF WEST VIRGINIA
OFFICE OF THE GOVERNOR
CHARLESTON 25305

HULETT C. SMITH
GOVERNOR

M E M O R A N D U M

TO: ALL DEPARTMENT HEADS
FROM: HULETT C. SMITH *HCS*
GOVERNOR
DATE: FEBRUARY 2, 1967
RE: SURVEY OF STATE EMPLOYERS

1. The Executive Order which I issued on December 15, 1965 emphasizing the State's equal employment policy for all State employees, required all departments, agencies, commissions and other bodies of State Government to file an annual report with the West Virginia Human Rights Commission, assuring compliance with this policy. The report is to be made on or before the 31st day of December of each year.

2. State agencies submitting reports for 1966 to the Human Rights Commission, in general, merely stated or reiterated compliance with the Executive Order, without furnishing proof of conscientious effort to avoid discrimination against Negroes. It seems apparent there should be a more meaningful statistical report of the employment picture in State Government, if we are to evaluate our progress and note areas for improvement.

3. Accordingly, I hereby request all department heads or administrative heads of State agencies, commissions, and other bodies of the State Government to identify "Negro" and "Other" minority group employees on the payroll form for the pay period ending February 28, 1967, as follows:

A. On the "Work Sheet" of the payroll forms for the pay period ending February 28, 1967, the departmental payroll clerk should use the blank "Warrant Number" column to make the appropriate letters (N-Negro; O-Other non-whites) before the name of each such employee on the payroll roster. This should also include all employees on supplemental payrolls for this period.

B. This "Work Sheet" will be returned as usual to the Department of Finance & Administration for later transmittal to the Human Rights Commission for evaluation and final report.

OFFICE OF THE GOVERNOR

C. These racial identifications of State personnel will be kept in strict confidence and the final report by the Human Rights Commission will not reveal individual racial identifications. This procedure will be in compliance with State policy and Federal rules and regulations.

D. Smaller departments and agencies should not have trouble providing this information from personal knowledge of most employees.

E. The larger departments and agencies should instruct division heads or lower echelon supervisory employees to submit the names and identifications of "Negro" and "Other" minority group employees to the departmental or agency payroll clerk to incorporate on the central payroll form "Work Sheet" for submission to the Department of Finance & Administration.

4. I am hopeful each department, agency, commission or other body of the State Government will provide this information for the period indicated to assist the Human Rights Commission in preparation of a final report showing the number, job classification, salary ranges, of Negro and other minority group persons in State employment, and will appreciate your full cooperation.

PC:jld

EMPLOYMENT

With the issuance of this memo from Governor Smith (preceding pages), the Commission started to work on one of its most important jobs. The results of this survey will be made known when the enormous task of compiling and assorting is completed.

The Commission processed twenty-one employment complaints during the year involving state agencies, Federal agencies, industries, labor unions, department stores, county projects, cafeterias, and colleges as respondents. The disposition was as follows:

1. <i>No Probable Cause</i>	4
2. <i>Commission Withdrawal or Case Dropped</i>	2
3. <i>Satisfactory Adjustment</i>	3
4. <i>No Cooperation by Respondents</i>	10
5. <i>Referred to Federal Government</i>	1
6. <i>Compliance Being Reviewed</i>	1

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EXAMPLES OF CHARGES THAT WERE SUCCESSFULLY RESOLVED DURING CONCILIATION

Case Number 1.

A charge was filed by a Negro applicant who had applied for a job as a laborer with a large Federal project in the state. The investigation showed that the complainant was qualified to do the job. A breakdown of the workforce revealed there were three or four Negroes working (of a total workforce of over 500) and that these Negroes had all been brought into the state by the contractor. Investigation also showed that the labor union supplying this project was all-white except for the complainant.

The Commission ruled Probable Cause, having found substantial evidence to support the charge, and the case was successfully conciliated with the complainant being hired and an agreement by the respondent to comply with the Federal law in the future.

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Case Number 2.

A Negro professor alleged that a college aided and abetted the practice of discrimination in housing by listing houses that were closed to minority groups. The respondent claimed that the college had no responsibility for housing that was not open to all. The Commission ruled that housing was a term and condition of employment offered to its professional employees. The case was settled by the college's agreement to promulgate an off-campus nondiscriminatory housing policy which landlords must conform to if they wish to use the college housing office.

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Case Number 3.

The complainant in this case was an experienced worker who was desirous of working for a large industry. When he applied on the job site for employment, he was told by the person in charge that Negroes were not hired. A complaint was filed against both the company and the union involved. As a result of the investigation of these charges, the case was conciliated. The respondents furnished the Commission with compliance statements which assured that referrals and hiring of qualified applicants would be without regard to race, religion, color, national origin, or ancestry.

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The large number of cases resulting in "No Cooperation by Respondents" shows why it was absolutely necessary for the state to have an enforceable law. "Toothless tiger" laws simply will not get the job done.

The need for such a law was great in 1966-67. If one will stop and analyze the respondents for that period, they represent a broad spectrum of the employment market in the state. Industry, government, unions, and business (large and small) are all included.

PUBLIC ACCOMMODATIONS

For the most part, West Virginians have accepted the "open door" policy to all as directed by Title II of the U. S. Civil Rights Act of 1964. On occasion there are some "strange" looks directed at minority group persons when requesting service but compliance seems to be the rule.

The Commission did receive four public accommodations complaints with the following disposition:

Satisfactory Adjustment 2

No Cooperation by Respondents 2

Case Number 1.

A Negro woman stated that she was refused service at a restaurant on a main highway in the state. She and her two companions were told that they could have food "to go" but could not consume it in the restaurant. Investigation substantiated the complaint, and respondent agreed to comply with the U. S. Civil Rights Law.

Case Number 2.

A group of high school girls was driving to a college for a conference. The girls stopped at a filling station. The Negro girl asked the attendant for the key to the restroom and was told that it was being repaired. A white girl in the group followed later, asked for the key, and learned that no such repairs were being made. The restroom was in perfect working order. A complaint was filed. Probable Cause was indicated by investigation. The respondent signed a statement of nondiscriminatory policy and there have been reports of continued compliance with this statement.

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The other two cases of "No Cooperation by Respondents" involved a tavern. Two complainants alleged that they were denied service because of their race. Investigation revealed that there was Probable Cause. Respondent refused to cooperate with Commission and gave up his beer license. However, respondent later changed his mode of operation and now serve all persons without discrimination.

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In last year's report mention was made that high school golf teams exist in some areas for white students only because the local golf courses and country clubs draw the line on Negro student golfers. This year the Kanawha County Superintendent of Schools stated that no Kanawha County team would practice on a golf course that was not opened to all.

This is the type of positive action by a public official which the Commission recommends to bring about changes from past practices of discrimination.

LOCAL HUMAN RIGHTS COMMISSIONS

This year the Commission changed its mode of operation in working with local human rights commission to emphasize the processing of formal complaints. When the Commission was first created by law in 1961 with only one staff member and later in 1964 with two staff members, it was felt that the only way that the whole state could be serviced was by working directly with local commissions.

This system had its drawbacks as some local groups were only "going through the motions." Several stopped meeting and existed on paper only. One county-wide commission was created by the Fayette County Court, which also appointed its chairman. To the best of our information, this commission met once in April, 1965 and no one has been able to get it to meet since that time. The Beckley Commission has met infrequently in the past several years, according to reports from the area.

The Clarksburg, Princeton, and Wheeling Human Rights Commissions all had Employment Placement Service agencies operating during the year, in conjunction with the Bureau of Apprenticeship & Training, U. S. Department of Labor. The Charleston Commission had a 'Minority Roster' doing the same thing. The Huntington group was active in gathering local support for an ordinance establishing the Human Rights Commission as an official arm of city government. The Weirton Commission has worked effectively in the areas of housing and employment. Fairmont held a human rights workshop; Parkersburg and Williamson Commissions were also active.

It must also be said here that many Commissions rendered yeoman service before and during the 1967 Legislative Session. Without them, the

West Virginia Human Rights Act might not have become a law on July 1, 1967.

HOUSING

Discrimination because of race in the sale or rental of housing is no doubt one of the most serious problems confronting West Virginia. Over the years, Negroes have been forced to seek housing in overcrowded and substandard neighborhoods. A survey by ACTION, Inc. in Huntington revealed that seventy percent of the housing in the Negro ghetto is substandard. Huntington is, by no means, an exception. This condition is statewide.

The problem grows worse each year. Decent private housing, at a reasonable cost, is not generally available to Negroes. Slum clearance, building of interstate highways, relocation of industry, and expansion of government facilities are all factors which have contributed to the problem. The Negro, because of low income and discriminatory practices, finds himself more deeply entrapped than whites in congested and deteriorated neighborhoods under present conditions.

Housing discrimination contributes to many related problems such as de facto school segregation, crime, juvenile delinquency, personal and family disorganization. These are but a few of the by-products of overcrowded neighborhoods.

Industry, in its efforts to recruit trained and skilled Negroes from other states, constantly runs into the problem of not being able to find decent housing for these people who can afford to pay for middle-class homes. The state, in trying to attract new industries to move or locate within its borders, has the same problem.

Simply stated, West Virginia can no longer afford to pay the price in dollars and cents of not having a comprehensive fair housing law.

HOSPITALS

The Commission received one complaint in this category. A white owner of a private nursing home alleged that patients had been transferred from the nursing home and that the community in general was against him because of his open mindedness in race relations. Although there were some peculiar aspects to this case, investigation did not substantiate the charge. The Commission ruled No Probable Cause.

As far as can be determined, the admission policies and treatment practices of hospitals in West Virginia are as they should be. The Office of Equal Health Opportunity, Region III, Charlottesville, Virginia has inspected hospitals in the state during the year and found general compliance with the law.

However, the Commission has no reason to believe that area hospitals have changed their employment practices to any great extent. Negroes seem to be hired only for the lower paying jobs. One seldom sees Negro faces in hospital offices and, in general, few Negro employees are found above the rank of orderly.

BARBER & BEAUTY SCHOOLS & SHOPS

Barber and beauty schools are "open" to all, the Commission has been informed by the owners and the Barber & Beautician's Committee, a division of the State Board of Health. Our staff has observed Negroes in some of these schools. Operators of these schools state that Negro applicants are rare but are welcomed.

Barber and beauty shops throughout the state are segregated for the most part. Integrated shops are few and far between. It is hoped the new West Virginia Human Rights Law will solve this problem.

EDUCATION

In November, 1966 there were about 3,878 Negro students still attending all-Negro schools and some 174 Negro teachers still working in these schools. Approximately two-thirds of these students and teachers were located in Mercer and Raleigh Counties.

McDowell County closed six schools at the beginning of the school year and consolidated and integrated some nineteen others in a broad, sweeping plan that was approved by the County Board of Education in March, 1966. As a result of this action, McDowell County, which had a total of 2,261 Negroes attending all-Negro schools in 1965-66, eliminated most of its segregated schools. This county had over one-third of the state's all-Negro schools in 1965-66.

In March of 1967 the Raleigh County Board of Education approved re-organization of Town District schools and abolished three predominantly Negro schools effective in May, 1967. These schools were East Beckley, East Park, and Morton Reaves, involving about 452 Negro students. Stratton High School, grades ten through twelve, will attend the new Woodrow Wilson High to bring about greater integration at the high school level.

For one school district which comprises sixty percent of the school population of Raleigh County, boundary lines were changed in 1966-67 which eliminated segregated conditions. These changes are of interest because previously the Raleigh County Board of Education had insisted there was no segregation in that district. The Board is to be commended for

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having taken this positive step towards a fully integrated public school system.

Mercer County is the only remaining West Virginia county with a preponderance of Negroes in all-Negro schools.

While West Virginia has made good progress in integrating its public schools, the aspect of teacher employment is not so good. Negro teachers, regardless of qualifications, are finding it difficult to gain employment in the state since integration of the schools. The Commission believes the total number of Negro school teachers has decreased drastically since 1955. Negro school principals are a vanishing breed. They, along with Negro administrators and athletic coaches, have been assigned to assistant positions in the integrated schools or have been demoted to classroom teaching assignments.

The Commission's information is that the all-Negro Park Central High School in Bluefield has the only remaining Negro head athletic coach in the state. Other Negro head coaches (as in Beckley, Charleston, Fairmont, Huntington, Logan, and Williamson) are no longer coaching and their replacements have not been Negroes. For the current crop of outstanding Negro athletes in West Virginia colleges and universities, there should be a concern that they find employment after graduation within the public schools and colleges of the state as athletic coaches or officials.

Kanawha County, with twenty-three junior high schools and twelve high schools, has one Negro head coach at a junior high school. He has worked at this position for several years and no amount of training (he holds the master's degree) or experience seems to qualify him for a head coaching job at a high school. The same is true for other Negroes with the capability

for employment as athletic coaches in the Kanawha County school system. The Negro coaches in Kanawha County and throughout the state repeatedly have been by-passed for head coaching positions, even though Caucasians selected often have had less experience and training.

Majorettes, drum majors, and cheerleading positions seem to be closed to Negro students over most of the state. This seems an incongruity when out on the athletic field the Negro athletes are so outstanding in performance. Where Negroes are serving as majorettes, drum majors and cheerleaders, the results have been good -- there has been a wholesome acceptance.

The Commission believes positive leadership from the top is the best way to achieve complete integration of the public schools. The State Board of Education could be most influential in assisting local schools to meet this problem "head on." Consideration should be given to the broad area of instructional materials on intergroup relations which are now available. There are approved lists of multi-ethnic textbooks and other instructional aids which can be made available to local boards of education through Federal grants under the Elementary School Educational Act. Two county schools in Kanawha County are preparing to institute a course entitled "The Negro in America History" for the Fall 1967-68 term.

Educational conferences, human relations workshops, and in-service training programs for school personnel are all needed to help overcome the problems mentioned in this report. With the conviction that schools are mighty forces for democracy, we believe these activities will build a strong foundation for intergroup understanding among our citizens.

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The Commission commenced publishing a newsletter, the "Mountain State Reflector," on a regular bi-monthly basis during the past year. It was well-received and caused the expansion of the Commission's mailing list to over four thousand persons -- double what it had been in the past.

Beyond the one major annual conference and the assistance given to the formation of the "Citizens Committee," the Commission's staff continued to bring its educational program to all areas of the state. A record 312 speaking assignments were fulfilled by the professional staff while the office staff reported the Commission's human relations films were provided for the programs of 206 organizations in the past year. This acceptance and utilization of the resources of the Commission is very gratifying and provides for confidence in the future progress for human rights in the State of West Virginia.

SECOND GOVERNOR'S CONFERENCE ON HUMAN RIGHTS

The Second Annual Governor's Conference on Human Rights was held on November 30, 1966 at the Daniel Boone Hotel, Charleston, West Virginia. A record turnout of about three hundred persons from all over the state was indicative of the interest in this conference.

Governor Smith in his speech asked the "advice and counsel" of the group in his review of the West Virginia Human Rights Bill that had just been endorsed by the Commission. He asked, "What new tools does the Human Rights Commission need to do a better job? What form of legislation is needed to provide these tools? Give me your answer to help find the state's answer."

He recalled that at last year's conference he issued an executive order against discrimination in state employment and for firms doing business with the state.

The Governor noted that his Task Force on Housing had already recommended fair housing legislation in a preliminary report.

He also touched on discriminatory practices in the field of education. "In too many cases I fear that we may be losing teachers of high caliber because they are passed over for promotion or not given a chance at the more desirable assignments because of race."

Represented at the workshop sessions were delegates from industry, labor, church, government, and various women's and civic groups.

Ben D. Segal, Director, Office of Liaison, Equal Employment Opportunity Commission, presented facts, statistics, studies, case examples, etc., to emphasize the need for effective state legislation throughout the nation if we are to overcome the economic and social problems facing metropolitan areas. "Discrimination in employment, particularly against Negroes, is the number one domestic problem in the nation. And, despite Federal, state and local efforts, this problem is becoming worse, not better," Mr. Segal said.

Mr. Segal stated that voluntary equal employment programs have been successful in many instances, but these examples are not emulated by the bulk of the nation's employers. The EEOC's case load has such a backlog for lack of staff and budget that this Federal agency is vigorously urging the enactment of state and local fair employment laws to cope with the problem.

In closing, Mr. Segal emphasized the need for an enforceable West

Virginia law against discrimination in employment, public accommodations, and housing for which, realistically, the budget of the state human rights commission should be doubled to provide for effective enforcement and educational projects.

George R. Metcalf, President, National Committee Against Discrimination in Housing, described how presently three-fourths of the 22 million Negroes in the nation now live in major urban centers. By 1980, it is predicted only a small percentage of American Negroes will be living outside the central cities of major urban areas. He related how 80% of white Americans have moved to new homes in suburbs surrounding the central cities, while 95% of American Negroes are forced to live in older houses in slum areas. The cause: racial discrimination in housing.

Mr. Metcalf blamed the Federal government for adopting and implementing discriminatory housing policies from the time of the Federal Housing Act in 1930. Presently, he contended, low-income public housing and middle-income publicly assisted housing is 90% segregated due to site selection policies and the failure of the Federal government to police and enforce the restrictions against discrimination in Federal housing programs.

He cited a number of Federal programs which could be utilized to bring about integrated communities: non-profit housing using FHA "221-D-3" 3% loans available to churches, labor unions, industry, etc.; Federal rent supplements to provide millions of dollars to maintain life on this planet versus the billions being spent to explore a faraway dead planet; the "Demonstration Cities" program; and private industry/Federal government cooperative housing programs to create whole new industrial/residential communities on an integrated basis.

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Mr. Metcalf then described the success of fair housing laws in 20 states and 34 major cities commencing with the pioneering New York State Metcalf-Baker Law which he sponsored while a State Senator. He stressed support for fair housing laws should come from the people, not the statehouse.

There were three workshops on Employment-Public Accommodations, Housing, and Community Action-Legal Problems. They were well-attended and the discussions were lively. The final session brought the unanimous approval of the following resolution:

"Be it resolved by the consensus of persons attending the Second Annual Governor's Conference on Human Rights at the Daniel Boone Hotel in Charleston, West Virginia, on Wednesday, November 30, 1966, that this Conference go on record and forward a copy of this resolution to the Governor of West Virginia, the President of the West Virginia Senate, and the Speaker of the West Virginia House of Delegates urging their consideration and combined support in the 1967 Legislative Session for an enforceable West Virginia law against discrimination to prohibit discrimination based on race, religion, color, national origin, ancestry, sex, or age in employment, places of public accommodations, and in the sale, purchase, lease, rental, or financing of housing and real property as has been recommended and described at this Conference by the West Virginia Human Rights Commission. We further resolve that as individuals and organizations attending this Conference, we will publicly urge our organizations to support such legislation."

The following page describes the information of the organization suggested above.

Citizens Committee For A West Virginia Human Rights Law

STATION C, BOX 10152
CHARLESTON, WEST VIRGINIA 25312

REV. JOHN CORRADO
Coordinator

"CITIZENS COMMITTEE"

BISHOP FRED G. HOLLOWAY
West Virginia Conference of
The Methodist Church

BISHOP WILBURN C. CAMPBELL
Episcopal Diocese of
West Virginia

BISHOP JOSEPH H. HODGES
Catholic Diocese of Wheeling

RABBI SAMUEL VOLKMAN
Temple Israel, Charleston

REV. ELMER A. DIERKS
Executive Secretary, West
Virginia Council of Churches

MILES C. STANLEY
President, West Virginia
Federation of Labor, AFL-CIO

R. R. HUMPHREYS
President, District 17, United
Mine Workers of America
Charleston

BERT H. HENDERSON
President, West Virginia
State NAACP

ELIZABETH GILMORE
Executive Secretary,
Charleston CORE

LUCILLE PIANFETTI
President, Kanawha Valley
Council on Human Relations

GORDON E. HERMANSON
President, Davis and Elkins
College

JOHN A. JONES
Director of Public Relations
Weirton Steel

This letterhead tells how quickly and determinedly the individuals and organizations set about organizing grass-roots support for a West Virginia human rights law after the resolution of November 30, 1966.

Thirty-two persons, representing seventeen Charleston area organizations, met on January 5, 1967, at the Baptist Temple in Charleston to form the nucleus of the above-entitled state-wide "Citizens Committee." At this first meeting over \$400 was pledged to finance the cost of communicating to groups all over the state of the progress of the proposed "West Virginia Human Rights Bill" ---later to be known as House Bill #821 and Senate Bill #244.

Not a single leader or organization hesitated one minute in joining the cause. After the letterhead was circulated, a score or more groups questioned why they could not have been included at the outset. There just wasn't time!

It was an educational campaign from start to finish. A "Summary" and descriptive literature was provided each and every supporter so they would have facts to back their support.

The "Citizens Committee" organized the proponent presentation at the hearing before the Judiciary Committees of both the House and the Senate. These were followed up by personal contact with legislators at home and at the State Capitol. Many legislators were later to remark in complimentary fashion that they were impressed not only by the sincerity and respectability of the grass-roots supporters but by the well-informed reasons they gave for urging legislative support for the passage of the human rights law.

And when the going got rough, when the legislators of both houses were "Deep in the Heart 'O Taxes" [pun], and the time was running out on H. B. 821 and S. B. 244, the "grass-roots" persisted with letters, telegrams, phone calls, and personal contacts. . . "democracy in action!"

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* S U M M A R Y *

The year 1966-67 was indeed a good one. It brought additions to the staff, a new Executive Director, publication of the "Mountain State Reflector," and a new enforceable West Virginia Human Rights Law. The Commission again wishes to thank its many friends who helped to make these things possible.

In the words of Dr. Gunnar Myrdal, "If America can show that justice, equality and cooperation are possible between the white and black races, her prestige and power would rise tremendously. . .The century old dream of American patriots, that America should give the entire world its own freedoms and its own faith, would come true. . .And America would have a spiritual power many times stronger than all her financial and military resources -- the power of trust and support of all good people on earth."

West Virginia, in 1966-67, took a giant step forward towards the realization of the "American Dream."

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FILMS FOR HUMAN RIGHTS

The West Virginia Human Rights Commission has available ten films dealing with human rights. We are happy to lend these to any group in the state that would like a program or a discussion in the area of human rights. The films are all 16mm sound, and are available from the Commission office without charge, except for return postage.

While the films carry their own message, a discussion following the showing may help to clarify the ideas and values which the films portray.

A description of the films follows:

BOUNDARY LINES

Time, 11 1/2 minutes. Color. Explores various imaginary boundary lines that divide people from each other. Dramatic use of color, cartoons, art and music make an appeal for greater understanding among all peoples. Recommended for adults and secondary school level.

BROTHERHOOD OF MAN

Time, 10 1/2 minutes. Color. An animated cartoon that reveals the scientific facts that all people are essentially alike. Based on a Public Affairs Pamphlet, The Races of Mankind, by Ruth Benedict and Gene Weltfish. Recommended for all age levels beginning with the fourth grade. (This is also available in a 35mm film strip with a text that can be read by a narrator.)

ONE GOD

Time, 33 1/2 minutes. Black & white. The rituals and ceremonies of the Jewish, Roman Catholic, and Protestant religions, using material and musical background and descriptive narrative. Illustrates similarities and differences of all three faiths. Recommended for all age levels.

NO MAN IS AN ISLAND

Time, approximately 29 minutes. Black & white. Produced by CBS Television. Following the war, the friendship between a Negro and white soldier is resumed when the Negro soldier, Paul, is awarded a scholarship to a mid-western college located in the hometown of his army friend, George. The close friendship is immediately disturbed by the uneasy attitudes of George's girl friend, family and friends, when Paul is asked to join their church and other social activities. Recommended for adults and secondary school level.

A DAY IN THE NIGHT OF JONATHAN MOLE

Time, 32 minutes. Black & White. Produced by McGraw-Hill Book Company. This film seeks to examine some of the attitudes and stereotypes that accompany prejudice and discrimination. Jonathan Mole is a bitter, bigoted man who one night dreams that he is the Lord Chief Justice in an imaginary land presiding over the trials of a Jew, an immigrant and an Indian who have sought to enter occupations reserved for native-born Christian Caucasian majorities.

WHEN I'M OLD ENOUGH, GOODBYE!

Time, 28 minutes. Black & white. Produced by Louis de Rouchmont Associates. What happens when a youngster drops out of school is vividly dramatized in the story of Doug, an ambitious, friendly boy who leaves school with high hopes of independence and luxuries that money can buy. This boy is not a juvenile delinquent. He is willing to work hard, but in today's job market he is unable to compete because he lacks both the minimal of skill and education.

A MORNING FOR JIMMY

Time, 28 minutes. Black & white. A story of a young Negro boy who encounters racial discrimination while seeking employment. He learns a lesson for the future. Jimmy becomes aware that with proper education and training, he can obtain employment in the field of his choice. Particularly valuable to and recommended for young people, parents, and counselors.

PROPERTY VALUES & RACE

Time, 24 minutes. Black & white. What happens to property values when nonwhites move into a neighborhood? Some assert that values go down---others say that there is no change. What are the facts? Based upon the exhaustive study made by Dr. Luigi Laurenti---over 10,000 home sales analyzed. Produced by the Council for Civic Unity of San Francisco.

TO FIND A HOME

Time, 27 minutes. Black & white. Depicts the disheartening efforts of skilled and professional Negroes to find adequate housing. While a few landlords are willing to rent, the reason offered by many others indicate the depth of prejudice that blocks the families' search. Produced by the University of Wisconsin.

CHALLENGE

The Illinois State Chamber of Commerce has produced this film to help companies train their personnel in meeting fair employment require-

(CHALLENGE, cont'd.)

ments. Guided by a philosophy that it is good business to face the challenges of the law with clear and precise procedures, the film seeks to spell out these procedures and how to implement them. Time 30 minutes; black & white.

THE ROAD AHEAD

Time, 30 minutes. Black & white. Produced by the National Labor League. This film describes young Negro man who hesitates at taking a beginning job for fear it is a "Negro" job. His girl friend convinces him that he must start at the bottom and work his way up, which he does with some success. His white companion is a high school dropout with a series of dead-end jobs who finally goes to night school so he can qualify for beginning jobs with the same chance for future success.

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