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• *Civil Rights*

1-28-63

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MAKE CALIFORNIA FIRST IN HUMAN RIGHTS

Policy Statement Presented to Governor Brown by a
Committee of San Francisco Citizens from Church,
Labor and Business, January 28, 1963

FILED FEB 4 1963

*San Francisco Citizens re.
Human Rights*

Rev. Hamilton Bowwill

1. NEW YORK NO. 1 STATE IN CIVIL RIGHTS LAWS

On December 31, 1962, California became the Number 1 state in terms of population, edging New York State into second place. Governor Brown proclaimed December 31st as California First Day.

We are all proud of this, but we have a long way to go before we become the Number 1 State in protecting human rights and freedoms. New York under a Republican Administration is way ahead of us.

Over the last 100 years, New York State, endowed with a great variety of racial, national and religious groups, has adopted 49 laws to guarantee equal rights to all citizens. These laws cover voting, education, public accommodations and housing (public, publicly-assisted and private).^{1/} They also cover employment practices. These laws have teeth and the agencies have more adequate budgets and staff than in California.

2. ESTABLISH A HUMAN RELATIONS COMMISSION IN CALIFORNIA COVERING EMPLOYMENT, HOUSING, LICENSING AND PUBLIC ACCOMMODATIONS, WITH ADEQUATE PROVISIONS FOR ENFORCEMENT, INCLUDING THE RIGHT TO INITIATE COMPLAINTS.

It should consist of at least seven members with adequate representation from minority groups.

3. EMPLOYMENT

A. The need for intensified State action is clear:

See attached table of Negro participation in California civilian labor force in 1960 census of population. This table clearly indicates need for investigation by FEPC or Human Relations Commission on discrimination in many occupations. It also indicates that the State of California and local governments here are lagging

behind the Federal Government in affording job opportunities to Negroes.

B. Fair Employment Practices

It takes too long to process complaints. California has a heavier complaint load than New York, yet California FEPC has one-third the New York appropriations for this work.

C. Department of Employment

- 1) The department should cooperate fully with FEPC and/or Commission on Human Relations to reduce discrimination.
- 2) The Governor should take leadership in enacting legislation expanding the Department's powers, primarily at the expense of private employment agencies, i.e.
 - a. Legislation to require that all employers shall list all job openings other than those listed with unions or established hiring halls, with the Department.
 - b. Legislation to require that before persons are referred to private agencies for placement, the Department of Employment should be given 10 days to try to find them jobs.

D. APPRENTICESHIP

1960 Census data indicates 1.8% of all apprentices in California are Negroes. Negroes constituted 5.6% of the California population and 4.2% of the State's civilian labor force in that year.

The Division of Apprenticeship Standards' survey covering 6,202 apprentices as of April 13, 1962 indicates 114 are Negro, or 1.8% of the total responding.

- 1) Strengthen and provide adequate staffing of the Statewide Committee for Equal Opportunity in Apprenticeship and Training for Minority Groups.
- 2) Support establishment of apprenticeship and training information centers with sufficient budget and staff.
- 3) Improve school counseling to inform and assist minority youth on apprenticeship along the lines of recommendations of the 1962 California Apprenticeship

Conference.

- 4) Require contractors on State Public Works Projects to hire apprentices.
- 5) Increase minority representation on California Apprenticeship Council.

E. AUTOMATION

Certain groups are hit hardest by automation; especially Negroes and other minority groups, young people just entering the labor market, the unskilled generally and the older worker. Therefore special attention should be directed to these groups.

We recommend that adequate representation of minorities on the Governor's Committee on Automation and Technological Developments is desirable to help focus sufficient attention on the special problems of minorities who are unskilled, or too young, or too old.

4. HOUSING

Unnecessary to document the need for State action.^{2/}

A. FAIR HOUSING PRACTICES

- 1) Support a good housing bill along the lines developed by the California Committee for Fair Practices and the NAACP, with Commission enforcement (cf. AB-801 Hawkins in 1961 Legislature).

Give this bill top priority in order to get it through the Legislature, including a special conference to be called by the Governor in Sacramento to rally support for this measure.

B. CONTROL ABUSE OF POWERS OF POLITICAL SUBDIVISIONS

It is the responsibility of the State Government, and properly so, to assure that its political subdivisions do not discriminate by abuse of legal powers, powers granted by the State -- and thereby restrict the residence of minority groups;^{3/} for example, we commend the efforts of Attorney-General Mosk in preventing Milpitas from charging exorbitant sewer connection fees to a UAW interracial housing project. We urge the continuation and extension of these efforts.

C. NEED FOR SUBSIDIZED LOW-COST HOUSING FOR LOW-INCOME GROUPS

In 1959, the median income of Negro men in California was \$3,553, compared to \$5,109 for whites.^{4/}

Obviously Negroes suffer a double discrimination in finding housing. They are Negro, and they are poor. As poor people, their housing problem is the same as that of all poor people. The particular problem of poor Negroes has been aggravated by the urban renewal program.

As it now works, the urban renewal program displaces Negroes often without consulting them; and often fails miserably in relocating them. In many instances they are also restricted in access to the new housing built with government subsidies because they are poor and cannot afford the rents.^{5/}

The State should direct its attention to two aspects of this problem.

1) Programs to increase the amount of public and private housing, such as those recommended by the Governor's Commission on Housing Problems.

We emphasize particularly the tax-subsidy features of these recommendations and call for the use of more State money raised by bond issues for public housing along lines used in New York State.

The Governor is urged to give leadership in removing the requirement for local vote approval on public housing under the 1950 Housing Law.

2) Programs to prevent such housing projects from becoming entirely Negro housing and thereby establishing new ghettos. Proper site selection, "scatteration" and rehabilitation can remove degrading and isolating aspects of public housing and enable low-income families of all races to live in dignity as a vital part of community life.

* * * * *

We must also emphasize that the de facto segregation of Negroes in the schools is based on the present discriminatory neighborhood patterns of residence. In large part, therefore, the solution of the housing problems of minorities

is also the solution of the problem of true integration in education as well.

5. LICENSING

A. Attorney-General Mosk has ruled that the Civil Rights Law "requires all citizens regardless of race, color, religion, ancestry or national origin to be given the full and equal accommodations, advantages, privileges, and services supplied by real estate brokers and salesmen in regard to selling, transferring, renting, or rental management." We believe this should apply to all State Licensees.

B. We request administration support of Licensing Bill along the lines of AB-15, in 1961, making State licensees subject to Commission enforcement with the Commission having the right to initiate complaints. By this method we can discipline the Real Estate brokers, the operators of private employment agencies, and other licensees who may discriminate.

6. APPOINTMENTS

We have examined the list of some 43 Negro appointments made by Governor Brown. Only two of these have any policy-making significance as far as the key problems of employment and housing of the Negro people are concerned, and only four other appointments can be considered of a policy-making character. ^{6/}

We are concerned about appointments which will help the Negro people solve their key problems. There are literally thousands of positions on hundreds of boards, commissions, authorities and agencies, within the Governor's power of appointment. On many of these bodies there is no minority representation, on others there is only inadequate representation.

The bodies with which we are most concerned are those dealing with employment, housing, and education. We believe that the special problems of minorities will not be confronted squarely until Negroes and other minorities are adequately represented in policy-making positions on:

- 1) The present Fair Employment Practices Commission (or the Human Relations Commission of which it will be a part)
- 2) The Governor's Committee on Automation and Technological Developments
- 3) The Division of Apprenticeship Standards and the Apprenticeship Council
- 4) The Division of Labor Law Enforcement
- 5) The Division of Industrial Welfare

6) The Department of Professional and Vocational Standards --- and all of its subsidiary Boards

- 7) The Department of Employment
- 8) The State Personnel Board
- 9) The Governor's Advisory Commission on Housing Problems
- 10) The Board of Education
- 11) The State Scholarship Commission
- 12) The Department of Social Welfare
- 13) The Youth Authority
- 14) The Public Utilities Commission

Although we commend Governor Brown for doing much better in appointments than his Republican predecessors, this is not enough in 1963 to make California No. 1 in Human Relations.

Respectfully submitted,

Rev. Hamilton Boswell, Convener
164 - 6th Avenue

Rev. D. Manning Jackson
127 Thrift Street

William Chester
2715 Monterey Street, San Mateo

Jefferson Beaver
616 Los Palms Drive
GENG
Jean Henderson
144 Thrift Street

Rev. L. S. Rubin
625 1/2 York Street

Revels Cayton
138 Alpine Terrace

Rev. Rance Whiteside
335 Victoria Street

(All from San Francisco unless otherwise indicated.)