

CARTON 9:18 THE BROTHERHOOD OF SLEEPING CAR PORTERS

Dellums, C.L. Oral history interview  
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circa 1970

2017/193  
✓



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Byron Kus / 10/15/1946

- strong leadership / organization

How demand - unification of broad spectrum

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# IX STRUGGLE FOR A FAIR EMPLOYMENT PRACTICES COMMISSION

Bright political strategy  
& Campaign for FEP  
The culmination of his career

JH: The FEPC initiative petition was circulated in 1946. That was the year that it appeared on the ballot.

Dellums: It appeared on the ballot in 1946 and of course it didn't go over. I was backing FEPC in '47 with Gus, but there wasn't anybody that'd talk to us on FEPC. They said, "Don't introduce a bill this year! The people just voted it down last year, you know. You'd be wasting time."

JH: What were some of the other reasons you opposed the 1946 initiative for FEPC?

Dellums: One, because we should never set a precedent that we recognize that the people have a right to vote on anything they want to vote on. The rights I have been fighting for all my life, they are now called civil rights, I call human rights, God given rights. White people have been using their majority and their control of the law enforcing agencies and firearms to prevent us from exercising our God given rights. ✓

I also knew that even if we won we would have lost for the above reason.

I knew too that to lose would set the fight for the FEP law back at least a decade. That 1946 initiative contributed greatly to the reasons it took fourteen years to get the law. If the people could vote the law over, they could also vote it out. And we would have weakened our position before the courts.



Dellums: We were never really asking white people to grant or give us any rights. Only to stop using their majority and power in preventing us from exercising our God-given rights. Gus and I talked it over and said, "Okay, we won't make much of an issue this time." But we were right back in '49 and Gus introduced it again in '49. He did quite a job in making some headway on it. Then of course, Byron Rumford came into the legislature in 1949 and he and Gus started alternating. Byron would carry the ball for FEPC in one session and in the next session Gus would carry it. So that they could concentrate on FEPC in one session and on other things in the other sessions.

Byron, in all fairness to both of them, justly developed to where I think the other legislators, in due time, had greater respect for him in some way than they did for Gus. I could never figure out why. Those things sometimes are hard to explain, but he seemed to have more influence with the other legislators than Gus did. Actually, I feel sure I do know why but I can't prove it; therefore, why fall out with one you like over your opinion on such an issue?

JH: You mentioned that Gus introduced a FEPC bill in '45. Who was he sponsoring it for?

Dellums: That was the first one and the National March on Washington movement in 1941 headed by Randolph, created the whole concept. Here is where it came from. You see, we selected five states for FEPC bills that year, 1945. California was one of them. As I recall, Gus had the legislative council in Sacramento draft the bill for him.

JH: Do you know if Earl Warren had anything to do with getting the FEPC bill presented in the legislature?

Dellums: I feel absolutely certain that he didn't, because I'm mindful of the fact that after the New York law had been in effect for a few years, Walter Gordon was going back to Washington as a representative of the State Adult Authority. He was the chairman and an appointee of Governor Warren. A national meeting of such officials was being held in Washington and Walter went. The governor asked



Dellums: Walter to take a couple of extra days while he was back there and go down to New York and look into this FEPC and see how it was working. He said if everything seemed to be working all right, he was going to endorse the bill in California.

Walter came back all enthused about it because it was working; the people had accepted it and they were proud of it, Governor Dewey was proud of it. ~~He supported it--and he was a Republican--and signed it.~~ It went through the New York legislature with his backing and his support. So Walter was very proud of the report that he gave Warren and he told me he was confident the governor was going to publicly endorse and support the bill that year after his report. But he did not do it. At least not publicly. ✓

JH: Do you know what year that was?

Dellums: It would have to be after '46. It was after the initiative was voted down here. Let's see, the first bill was introduced in 1945 and I don't think ~~a committee even had a hearing on it, so it had to be after that.~~ Then you see, the legislature met in the odd-numbered years then. They only met every other year and the election was in the even-numbered year. The legislature met in the even-numbered years for budgetary purposes only. That's why the bill was introduced in '45 because in 1946 they would only hold a budgetary session for a few months and then we'd always refer to the odd-numbered years as the legislative years. They didn't meet every year like they do now. This is new; meeting and handling legislation every year. ✓

So I don't recall what year Walter went to New York, but it had to be an odd-numbered year. If I was going to hazard a guess, I would guess '49, somewhere up in there.

<sup>Hawkins</sup>  
Byron Rumford and Gus began alternating in 1951. That was Byron's [Rumford] first time introducing the FEPC bill. Byron introduced it in '51 and of course we didn't get any place with it because we had no support in the legislature. Then two years later, of course, it was Gus's time. Gus introduced it in 1953.



[Interview 5 - May 12, 1971]

JH: What efforts did the NAACP make to get the 1951 bill passed?

Dellums: Well, NAACP held a mobilization up in Sacramento put together by Mrs. Tarea Pittman largely, and issued in the name of the regional chairman of the NAACP, I believe.

JH: And who was that?

Dellums: That was me. It was a successful mobilization. A number of labor people came out and practically all of the statewide Jewish organizations, of course, came out. That was pretty much the audience. The California branches of the NAACP were well-represented. But as a result of that, we decided that we needed to set up a more permanent statewide organization, realizing of course that it would take some years to get such a law on the statute books.

So I believe it was late 1952 that Franklin Williams, who had come out then and was the executive office of the West Coast Region, known as Region #1 of the NAACP that consisted then of the seven western states. I believe it is nine now, with Hawaii and Alaska. The national office in New York sent Frank out.

JH: The NAACP had certainly developed at this point from where it was when you joined in the late twenties. There is a regional set-up now.

Dellums: Yes. The region was set up in 1945, I believe. I know that some of them say it was '44 and some say it was '45. I am not certain but I think it was '45 that the region was set up. Frank Williams was not the original regional secretary. Noah Griffin was the first one and then later they found something else for Noah to do and Frank was sent out--a very able young man and did a tremendous job! Under Frank's leadership it was built tremendously. Then I won't go into all the ramifications of how the NAACP was broken down into area conferences that proved big.

But for the time being let me tell you about getting the FEPC bill through. In late 1952 I had



*Building  
Organization  
of  
Labor*

Dellums: a few conferences with Earl Rabb and some of our other friends and associates in the civil rights field--labor and Jewish. Most of the time it was the same people, both Jewish and labor representatives. As a result of us conferring a few times, we brought in a few more people, and finally there were about five of us, including Frank Williams, who really laid the groundwork and kind of agreed among ourselves who the officers would be. Then a statewide call was issued, my memory tells me, over my signature and I believe over Frank Williams's. I remember Frank at first asking the statewide organizations to send representatives to San Francisco to meet there at Earl Rabb's headquarters, 45 First Street, for the purpose of discussing the feasibility and possibility of building a statewide organization.

As a result of those conferences and the issuance of this call, these representatives came, including a representative of the AF of L and a representative of the CIO. The AF of L and the CIO were still split then.

JH: Did C.J. Haggerty come at the first call?

Dellums: I am not certain about Haggerty, but I think he did. John Despol responded. When we organized and elected officers, I was elected chairman, and both Haggerty and Despol agreed to act as co-chairmen along with Nat Colley and Ed Roybal (he was then in the city council of Los Angeles, now a congressman) and Msgr. O'Dwyer of Southern California. Also a wonderful lady that had worked with us in the civil rights field, Mrs. Josephine Duveneck, acted as treasurer. Bill Becker was selected and accepted to act as the executive secretary. Then we got Max Mont of the Jewish Labor Committee of Los Angeles to act as the Southern California secretary, working under Bill Becker. As a result of all of this, we called a statewide meeting in Fresno and then the movement was officially accepted and launched. ✓

JH: So the Fresno meeting was much larger, in terms of people present?



Dellums: Oh, yes. That was a much larger meeting and had several times more than this group that came to San Francisco. As a matter of fact, not more than a dozen were invited even to come to San Francisco to set up this meeting. But in Fresno we had representatives from local labor unions and from many of the branches of the NAACP. There were no branch representatives in the first meeting. There were just Frank Williams and me representing the NAACP--and Mrs. Pittman, of course, was with us in all of these things.

Then the committee was launched and before we knew it we were into the '52 election and then in '53 the bill made some headway. It was Mr. Hawkins' year and Gus Hawkins introduced the bill. I couldn't pay too much tribute to Gus Hawkins and Frank Williams for their ability and work. My memory tells me that that is the bill that Gus got through the assembly for the first time. But of course you couldn't get it out of a committee in the senate. I don't think we even got a hearing in the senate on it. But there was no way to get it out. So finally Gus caught a senate bill that was almost a "must" bill in the senate. It had gone through the senate and now it was in the assembly and Gus was able to get the assembly to go along with him in amending this senate bill. He tacked the essential parts of his bill for FEPC onto the senate bill. That forced the senate for the first time to take a stand. They voted it down! As I recall, a one hundred percent partisan vote. I don't think we got one Republican vote for it! They eliminated it in the senate, of course, by voting the amendment off. But it gave us something to work on then because we saw where the senators were and as a matter of fact, I think that I can truthfully state that largely as a result of the efforts put forward by the Cal Fair Employment Practices Committee--and incidentally with money that was furnished to the Cal committee by the California Labor movement--we were able to get one of the senators, Abshire, from Sonoma County, that went on record against the FEPC bill out of office. His name was F. Presley Abshire from Sonoma County. We were able to get some volunteer help. As a matter of fact there was a minister, I've forgotten his name, who went to Abshire's district up north of

defeat of  
many

CP  
Dellums  
yes / 1/2



Dellums: San Francisco. This minister went up there and did a yeoman's work. Once in a while, I run into another man who gave a lot of help also. His name is Hugh Sheen. This minister and Sheen were helping to defeat Senator Abshire who voted to eliminate Gus's amendment, which put the senators on record as being either for FEPC or against it. I think the fact that we helped defeat Abshire had a tremendous effect on the senate later on.

JH: Did you say this happened in 1953?

Dellums: Nineteen fifty-three was not an election year. I believe this defeat was a little later than that. But my memory tells me it was Gus's AB 900 that he got through the assembly and amended it on to a senate bill. The senate eliminated it, but they had to do it by roll call. So it gave us a line up on the senators and we knew for the first time who our friends were and who our enemies were in the senate. That is for sure.

JH: What did the mobilization that was called for two days in March of '53 entail?

*mobilization*  
Dellums: Several hundred people came to the mobilization on a weekend. We had a public meeting with several speakers speaking at this meeting. Then the people who came to Sacramento broke down into assembly and senatorial groups. We were trying to arrange beforehand for legislators to be in their offices on Monday morning after the mobilization so that everyone who could stay over then would go to their offices to talk to them first thing Monday morning and to try to get them to vote for FEPC.

*lobbying*  
It was a lobbying--just hundreds of citizen-lobbyists up there. They all represented labor unions, local labor unions, Jewish organizations, and NAACP branches, pretty much. There were some individuals, of course, who came. But they largely came as representatives of organizations. Then various civil rights organizations and church groups sent representatives to the mobilization that could stay in Sacramento until Monday. So all of it was pressure that built up every two years until 1959 when the bill was voted over.



JH: In 1953 did you have conferences with Earl Warren, trying to get him to support the FEPC bill?

Dellums: No. Before the first mobilization we had in Sacramento, I wrote the governor and asked for a conference and I named the people to be on the committee. They were those people that you will see on that early Cal Committee letterhead. Obviously there wasn't anyone on that letterhead that was easily criticized except C.L. Dellums. But the governor did not grant us a conference. So we held a meeting at a downtown church, which was referred to as a white church, close to the capitol, on Sunday afternoon. I wrote all eighty of the members of the California assembly and the forty members of the senate inviting them to come to the meeting and sit on the platform. They could have something to say.

Only three showed up--obviously Gus Hawkins and Byron Rumford were two of those. They were all white except those two. But the only Caucasian member of the 120 who came was Vernon Kilpatrick, an assemblyman from Los Angeles. He sat on the platform and when I introduced him, I gave him credit that I knew he deserved, and he spoke and he mentioned the fact that it was the first time that anybody had publicly said a good word for him and in his way he let everybody know how he felt, how he appreciated the ones who called this meeting, and the emcee of the meeting who introduced him. Then, the overwhelming majority of his district in Los Angeles was white. It was not a Negro district like it is now, so I had a great appreciation for him for coming out. I returned the favor by going to Los Angeles campaigning for him in two subsequent elections after that and helped get him--and so did Gus--and helped get him re-elected.

In 1958 I went up to Sacramento during the budgetary session. Byron Rumford and Gus Hawkins and myself went in to see Senator Hugh Burns of Fresno, a well-known Democrat--at least he carried that label. He never was a Democrat, certainly not a liberal. But through his power in the senate, he could assign a bill to any committee that he wanted it to go to. He didn't know our motives at the time, but I had reasons to believe that we were

*Support for political fund*

*political strategy*



Dellums: going to be able to reconstruct the Senate Labor Committee, so that in '59 we would have a more favorable committee. We did succeed in doing that, largely through the Cal Committee's efforts.

JH: How did you get it reconstructed?

Dellums: Well, after every election they have to make committee assignments all over again. See, the assembly is not a continuing body. So every two years it is legally a new assembly.

JH: New men come in.

Dellums: New men, even though they might be the same men getting reelected. But the entire assembly is elected for a two year term. So it is like the House of Representatives. It cannot--like the senate--return in a continuing body. So the assemblymen, same as the senators, will make their requests for their committees that they want to serve on in numerical sequence. So we went to senators that we understood were favorable to us and asked them to make the Senate Labor Committee their number one choice. We went to men with seniority like Dick Richards, senator from Los Angeles, and John Holmdahl of Oakland then. He's back in the senate now.

Now none of those guys had any reason to believe that it was possible for us to find out how they made their requests. My memory tells me that not a damn one of them made it his number one request, even though some of our friends got on--including Dick Richard. But Dick made it his number two choice. I don't believe my memory is failing on this and my memory tells me John Holmdahl made it his number three choice. I don't think a single one of those guys really made it number one.

JH: Did they say they would?

Dellums: Oh, yes! They promised us they would make it number one.

But now back to going in during this budgetary session, having this heart-to-heart talk with Hugh Burns. We asked him not to move the FEPC bill in '59



Dellums: from the Labor Committee because we were always afraid of it going to Luther Gibson's committee. That was the graveyard of the senate. Hugh Burns had the power to do this because he was chairman pro tem of the senate; therefore, he was chairman of the Rules Committee. He had the power.

So we left there fine. He said not to worry, he had no reason to change it. It always had gone to the Labor Committee, so it would go on to the Labor Committee this time, we thought.

*Betrayal* But in 1959 when the bill was introduced Hugh Burns attempted to assign that bill to Luther Gibson's (from Vallejo) graveyard committee. I think it was the Government Economy and Efficiency Committee. But it was recognized that if you want a bill killed, send it over to Luther Gibson; then it would be killed.

*George Miller* So when the late George Miller, our friend from Martinez, saw what Hugh was trying to pull, he faced a showdown on it and he beat him and sent that bill on to the Labor Committee so that we could get it out of the committee and on to the floor. Then of course, as you know, it was adopted in 1959. But those are just some of the things that go on behind the scenes the general public never know about. We had reasons to go to Hugh Burns, because we knew once the Senate Labor Committee became favorable, there might be an effort made to send it to some other committee.

*X* That's all a part of the way politics is played.

JH: I've heard of that Government Economy and Efficiency Committee before. I think there was a hearing before committee in 1953 on FEPC. So maybe this is why the bill had so much trouble, because it was being politically assigned to the committee.

Dellums: In 1953 I don't think it would have made any difference which committee it was assigned to. We just didn't have the vote. If you check the records of the voting you can see it was almost a solid Republican vote against it. So we just didn't have



Dellums: a chance to get it out of there in those days. But sending it to Luther Gibson's committee meant the death knell of it. His administrative assistant came to the hearing in 1959 when he certainly knew--all of them knew--that bill was going through. We had plenty of people committed that it was going to go through. I think I told you all the constitutional officers on the Democratic ticket campaigned openly for it--Pat Brown, all of them. And all of them were elected with one exception. We did not elect the secretary of state. He was the only one not elected and, of course, the secretary of state was the only one who didn't come out for FEPC. Jordon was still secretary of state then, you know. Everybody knew it was going to go through but still Gibson's administrative assistant came before the Senate Labor Committee, Gibson was supposed to be ill--more than likely drunk--at the time of the hearing. But at any rate, his administrative assistant was an able man--a very able man--and he came in with thirty-one amendments to FEPC before the Senate Labor Committee, trying to weaken it. He was wasting time and they knew it!

attempt to  
weaken bill

They tolerated it as long as they could and the chairman tried to speed him up and brush him off and limit his time and let him know that he knew that those amendments didn't have a chance to go through. He was wasting the committee's time! And as I recall, none of his amendments got through. Some amendments got through at the last minute, but they didn't come from him. They came from the late Senator Gene McAteer of San Francisco. When the Senate Labor Committee's hearings on the FEPC bill were almost over, Senator Eugene McAteer came rushing in and asked to address the committee, saying he had just come from the governor and had some amendments the governor wanted. From memory, I think there were five. I can't recall all of them. However, the most important one was to change the bill from providing for a full-time commission to a part-time one. I think another one was to take enforcement power out of Section 1421 investigations. A comparison of the bill that passed the assembly and then sent to the senate with the law as adopted in 1959 will reveal them because I don't think any others got any place.

Governor's  
scheme



JH:

Well, how do you explain the tremendous support that the FEPC bill got in '59, when it was hardly supported by legislators in '53? ✓

Dellums:

I think it was largely brought about as a result of the around the year work that was carried on by the Cal Committee and those mobilizations in Sacramento. Each mobilization got larger and larger. Every odd numbered year we met there and it started from the original group of maybe a hundred to pretty close to a thousand by 1959. The Cal Committee had built up a mailing list of over five thousand carefully selected individuals, each of whom was outstanding in his community or in his profession or vocation, somebody with prestige and capable of influencing people. We had a very select list of over five thousand and we maintained a year-round contact with those on that mailing list. Obviously, during the legislative session they received much literature and letters and everything from us. Then in the even-numbered year, in which there was no legislation being adopted, we would carry on probably two or three mailings throughout the year. We kept up this educational work and this pressure work on them.

Then there is nothing like confrontation. So when you can get a good delegation that will go in their pockets and pay their own expenses to go to Sacramento and then go into the senator's office, the assemblyman's office, right from his own district and have an eyeball to eyeball confrontation with him, letting him know how they feel, that they want him to vote for FEPC, that the hour of discriminating against people because of their race or religion was growing old, that it had to be cut out. Of course it is indefensible. Who could stand up and say that he believed in discrimination? Nobody ever believed in discrimination, so you wonder how it lasted so long and is still here! People have to have a reason to give up their prejudices. The FEPC law changed the people. It is a form of education. The best form of education is legislation. Organization, education and agitation helps. And of course force. By law or judicial decree. Then people actually see that their prejudices, which are fears, were largely imaginary and everything is really better.

Role of  
mobilizations

Strategic vs  
mailing list

Confrontation

Education

Theory of  
prejudice  
& change



JH: Were the influential people that you sent letters to year round the delegates to the legislative sessions?

Dellums: No, the majority of those people on our letterheads and on our mailing list did not come to the mobilizations. But obviously with a mailing list of between five and seven thousand, and with our mobilizations running eight, nine hundred--probably the last one in '59 went over a thousand, obviously then very few of those people came.

*Mailing list  
& mobilizations  
Even those mobilized  
also played  
role*

We wanted them to use their influence at home in their districts and on their own politicians--their senators and assemblymen--because I think it makes a difference when a politician gets a letter from John and Jane Doe and when he gets a letter from Dr. and Mrs. Clark Kerr--to use names that would register with people--even though they may not have near as much influence as Mr. and Mrs. Jane and John Doe. But he never heard of them before. It has some influence to get a letter with a letterhead. It has influence for them particularly, to get a handwritten letter, not on a letterhead but from his district. It doesn't have to be too well-written. Even if it's got some misspelling in it, why, it is all right; anyone who will take the time to sit down and write a politician a longhand letter has tremendous influence. Most people don't write many letters and certainly not to a politician. Therefore these people don't forget their letter to an office holder. And when they see him they may very well ask him what he did about the matter they wrote him about. That scares the hell out of the guy if its during his campaign for reelection.

JH: Common people are very influential.

Dellums: Very much so. And they don't know it themselves! But they carry tremendous influence with politicians.

Our best influence were "big name" people. They could get a legislator to introduce a bill. Jane and John Doe might have trouble getting a politician to introduce a bill, but the "name" people then would have some influence in getting him to introduce it. But now to round up the other

*Big names  
and  
common people*



Dellums: legislators to vote for it, is where Jane and John Doe comes into the act.

JH: As I understand it, the committee received most of its financial support from labor.

*Financial support*

Dellums: Labor and NAACP branches supplied over ninety percent of the money. Labor unions, the local labor unions and the NAACP branches throughout the state. The additional money came from individuals. There were individuals all over the state who would send a contribution every year or every time we would ask them to, you know. You develop people. In a pinch there are certain people we could write a letter to, but generally we'd pick up a telephone and call them.

For instance, I could pick up the phone and call Dr. Hudson down in Los Angeles, Claude Hudson. If I told Dr. Hudson that our committee was facing something, that we had to get out a statewide mailing and I needed one hundred bucks for stamps, Claude would send it! And there were other people like that.

*\**

More than once Bill Becker and myself put the bee on the California Labor Federation for four or five hundred dollars and got it! In a crisis. But there were any number of individuals scattered through the state that we could call and get fifty or a hundred bucks out of at almost anytime, you know, to get mailings out, to get literature out and maintain the year round contact. That is how the money was raised.

*Total cost*

I think when Bill and myself were trying to total up, after the bill went through in '59, we found that we had raised and spent almost \$100,000 during the campaign since Bill had been the executive secretary to get that bill through and carry on the year round educational work.

*No paid staff*

It was a voluntary group, nobody was drawing any salaries out of it. I would never accept expense money to go to Sacramento nor anything. I always felt that that was one more little contribution that I could make myself, even when Frank Williams tried to get me to take expense money from



Dellums: the NAACP, because Frank knew that sometimes it was kind of a sacrifice for me to continue to do it. But I wouldn't accept anything. I would go anyway. I would never accept expense money from the NAACP to go to any branch anyplace in the state to make a speech, when I was a speechmaker.

JH: Your regular job was with the Brotherhood?

Dellums: Yes, the Brotherhood of Sleeping Car Porters. I've made my living with it for over forty years-- such as I made.

*BSCP his  
sole support  
& source of his  
political independence*

The Fair Employment Practices Commission

JH: But the commissioners who were placed on the FEPC by Governor Brown were paid, weren't they?

Dellums: No, no. It is a part-time commission. I wouldn't have ever been on it if it had been a full-time job or anything because I wouldn't give up my life's work in the Brotherhood or the civil rights field without any strings on me for all the money in California! So no, the commissioners get a per diem for the days they work for FEPC.

JH: John Anson Ford was made the first chairman of the commission. What did you think of him as a chairman?

Dellums: Well, John obviously was a good presiding officer, a good chairman, because he had held public office so long--not just public office. He served in the County of Los Angeles on the Board of Supervisors for about a quarter of a century and two or three different times he was the chairman. Presiding over a body meeting before the public, you learn how to run a meeting. Otherwise you stay in trouble. John was a good presiding officer and John is an extremely able man and had a wonderful mind and was very valuable to the committee. For the first chairman, I don't think Pat Brown could have made a better selection.



Dellums:

Now I say that because with all of the organized employer groups and the State Chamber of Commerce fighting it for fourteen years, there was enough propaganda spread throughout the state to frighten a large number of employers. They had been brain-washed into thinking that FEPC would be a witch-hunting group and that it would make life miserable for them, that it was just something they couldn't live with. They were frightened over it. And Governor Brown was a little conscious of that. He wanted the first chairman to be somebody well-known in the business community in the state, somebody they respected and therefore would be able to allay some of their fears. John was such a man and served that purpose. John had the reputation of being a liberal--of a sort. John was a wonderful man, but not a great, shining liberal. But I think the world and all of him and reluctantly even say that he wasn't a flaming liberal. But he wasn't.

*employers  
fearful*

JH:

Was he chairman when you became vice-chairman in '64?

Dellums:

No. After John served the four years as chairman, Governor Brown appointed Carmen Warschaw as the chairman. Carmen had always missed too many meetings--and knowing that she was going to miss some meetings, she wanted a vice-chairman. We had never had a vice-chairman. So she first asked me and I wouldn't accept.

*Became  
her chairman*

Then she asked Elton Brombacher would he be her vice-chairman. Elton didn't catch on. He didn't realize that he was being Carmen's vice-chairman and not vice-chairman of the commission. He accepted and the very next meeting Carmen didn't show up. But she attempted to run the commission through Elton on the long-distance telephone. Elton blew his stack when he saw that she was making a stooge out of him, and was going to run the commission through him. So he came to me and said, "Now I see why you wouldn't be this gal's vice-chairman. I am not vice-chairman of the commission, I'm her vice-chairman." So he resigned. Then she again turned to me and I told her that I wouldn't be her vice-chairman, but I would accept a vice-chairmanship of the commission at the request of the governor himself and appointed by the governor, and not by her.



Dellums: So finally she said, "All right, if that is the only way you'll accept," she said, "then the governor is going to ask you to do it."

So I did get a letter from the governor asking me to accept his appointment as vice-chairman of the commission. Now that I was the vice-chairman of the commission by appointment of the governor, Carmen knew better than to call long distance and tell me how to do anything.

JH: The job of the chairman was to assign cases to the commissioners including himself.

Dellums: Assign the cases to the various commissioners, including himself and to preside over the meetings. Of course a chairman is the commission between meetings. He is the one who makes decisions on matters that come up when the commission is not in session if the subject matter cannot wait for the next meeting. He is the official spokesman for the commission.

JH: It must have been a large staff besides the seven commissioners.

Dellums: No, we have a tiny staff. By comparison, New York, Michigan, and most of the civilized states have an FEPC to make California a second-class state, when it comes to a staff and budget.

JH: Has it always been a small staff?

Dellums: Always has been. My position has been and still is that it is the most important commission in this state and has always been treated like the stepchild of state agencies. A lot of people don't like to hear me say that, but that is what I believe. It is the only official agency in this state with the sole task of working in the field of human relations; therefore, I say it is the most important commission within the state. The most important unsolved question in this state, in this nation, and in this world, is this question of race and color. Therefore the people involved in it have a tremendously important task and ought to have an ample budget and ample staff, and our commission is a long ways

Staffing  
& budget  
FEPC



Dellums: from that. We have just about one third the budget and the staff that we ought to have.

New York has a budget of roughly three million dollars and California has less than one million dollars--and I think you know the difference in the population, and the minority population. California has one of the most militant minority populations in the nation--and it is a powder keg. Yet it is not properly funded.

JH: Well, in 1965 it occurred to me that maybe Carmen Warschaw finally gave up the chairmanship, and that you graduated to that position.

Dellums: Carmen's term was up.

JH: How long is the term?

Dellums: Four years.

JH: I see.

*Terms of Commission*  
Dellums: Now in setting up the commission, you have to stagger the original terms in order to set a commission up so that everybody doesn't go off at the same time. When they set the commission up in 1959, John Ford, the chairman, was given the four year term. Elton Brombacher was given the three year term. I asked for and accepted the two year term because I didn't intend to stay. Carmen Warschaw and Dwight Zook then got the two one-year terms. So we kidded them because they were a cinch to serve five years. Obviously after the first year, Brown would appoint them for a full term.

*who?*  
When Carmen's first full term was up, she asked the governor not to reappoint her. Then the governor made me the chairman. When my term was up he reappointed me and made me chairman, also. But my term as chairman didn't last very long because the election came along shortly after that and the governor was defeated and the first official act the new governor did, as far as FEPC was concerned, was to remove me from the chairmanship and make his first appointment the chairman.



JH: That's strange. Hadn't employers become less afraid of who the chairman would be by then?

*Think some  
employers  
supported  
FEPC*

Dellums: Oh, yes. Yes, by the time that I was made chairman it didn't create a ripple. I think the overwhelming majority of employers by then would have defended FEPC if anybody had attempted to repeal it and eliminate it. They realized that it really served a good purpose because it helped them solve problems, it helped advise them on affirmative work, so that they learned how to integrate their staff and bring in minorities. Earlier many of them just didn't know. In the early days of FEPC I met employers that had never heard of a Negro newspaper in the state and they had no Negro connections at all. Many of them secured the employees they needed through other employees. If they had a vacancy, the employees would have a friend come and apply. Well, if you have all white employees and you are going to get additional help through them, it is going to remain all white. So they found that the commission was good.

Then they also found that merely because a minority makes a complaint against them that the commission wasn't taking the position that the employer was guilty of discrimination. There are honorable people on the commission and we handled cases honorably and honestly. I am the only one, I think, they ever were afraid of. But I still think I am a man of integrity. I wouldn't persecute anybody. If the investigation indicated that the person had been discriminated against, then some redress must come about. If there is no evidence, we don't have a case.

I've had a lot of cases that I've firmly believed that the person was discriminated against but I couldn't talk the employer into doing anything about it and we couldn't get any evidence that would justify a public hearing on it. So we would just have to leave it go as having insufficient evidence to prove discrimination. Then, in many of the cases, I could see immediately from the first part of the investigation that there was no discrimination involved, and they were closed out. Those employers were never called into the office. So we have never



Dellums: made a practice of persecuting people. I still live pretty much, in many respects, by the Golden Rule. In that respect I do. I treat people like I would like them to treat me.

JH: But at least the new governor didn't take you off the commission altogether.

Dellums: Insofar as the commission is concerned, I should be off. It is too heavy. I don't have the time, with my job heavier than ever. It is just too much. I keep my family and my doctor worried all the time, telling me to slow down. But I don't know how to slow down.

*Reagan*

I was reappointed by Governor Brown in 1965 with my term expiring in 1969. Therefore I was the last one that Governor Reagan could reach. By the time he could get to me, he'd been in there about three years and times changed. By then there were ample Republicans asking him to reappoint me. Then he came to me himself and asked me to accept an appointment from him, and I did. That's why I am still on the commission. And I believe I am still needed.

JH: Well I believe that it was in 1968 that you became President of the Brotherhood, wasn't it?

*Elected head of BRSP*

Dellums: Yes. At our 1968 convention Mr. Randolph announced that he was going to retire and would not stand for reelection. When the election of officers came, he took the floor, making quite a speech in nominating me as his successor. I was unanimously elected. Three years later, 1971, Mr. Randolph again nominated me, this time based upon stewardship of the Brotherhood during those three years. Again the election was unanimous.

JH: Whatever happened to Milton P. Webster, who was once the first vice-president?

Dellums: Well, Milton P. Webster was one of the vice-presidents. The numbers had no significance. We were all equal in stature. Milton P. Webster had a sudden heart attack in the lobby of the hotel in Miami Beach, Florida and died right there in the lobby of the



*Webster 1965*  
*did* Dellums: hotel. He was down there with Mr. Randolph attending an executive committee meeting of the AF of L-CIO. He went down there with Mr. Randolph and took ill there in the lobby and just collapsed.

JH: Was this in the last few years?

Dellums: Yes. It was 1965--February, 1965.

JH: I just assume that Mrs. Dellums must be very patient because she is married to such a busy man--so busy, first on the national labor scene, then in the NAACP, and then of course, in statewide civil rights.

*Impact on*  
*Walter*  
*Dellums*  
Dellums: Well, she's paid a price because in the early days of the Brotherhood, things were rather hectic and there was a few years in which threats were common. She used to have to have the unlisted telephone number changed two and three times a year, trying to keep down the annoyance. They would resort to calling her, because they soon discovered that threatening me didn't mean anything. So they were trying to reach me by frightening her. She went through a period of time in which if I wasn't home by 1:00 A.M. she would start calling the hospitals, the police, and would worry to death. Any time I got in that jalopy and started driving out of town someplace, she paid a price for it. We had reason to believe that attempts would be made on my life and so by her being left alone so much because of the busy schedule that I always carried on, my wife lived through a period of danger and I guess loneliness.



## X THE 1934 WATERFRONT STRIKE

Dellums: Well, an example of the things I'd get involved in was the 1934 waterfront fight and strike: the making of Harry Bridges. I participated in meetings on this side of the bay to give morale speeches, to help keep the pickets and the strike going. Sometimes that was rather dangerous. I don't know who was responsible for it, but I went through a period in which I found people in cars very close to the house. After I was in at night and in the house, those cars would disappear. I found out by going right up to the car and seeing who was in it, they were longshoremen, Teamsters, and they were there partly to see that nothing happened to me.

Then in the '36-'37 strike lockout, Roger Lapham decided, since they were having a lockout also, to not attempt to break it by force and to win the fight through the bar of public opinion, debating it with Harry Bridges. I participated in meetings on this side of the bay to help keep that going.

In the 1934 strike I recall they were having a big meeting on 7th Street here--supposedly a quiet meeting of strikebreakers and the strikers found out about it and who was running it. So they came to me and asked me if I would go into that meeting and attempt to talk them out of strikebreaking. The shipowners had two big ships out in the middle of the bay. They were rounding up strikebreakers and they'd slip them down to the waterfront in the dark and put them in some kind of little boats and take them out to these ships in the middle of the



Dellums: bay and they would live on the ships. Then they'd take them to the waterfront to work and then take them back to the ships so they'd never get on the land where the strikers might get to them and crack their heads.

So I went up to this meeting; they'd drummed up 150 in there, I guess. It was packed to standing capacity all over. There was a white man and a Negro running the meeting. When the strikers asked me to go they said they'd furnish me ample bodyguards to protect me. I told them I didn't need that. If the guys decided to do you in, in a meeting like that, you'd be killed before the guards could get to you anyway, so I wasn't afraid of that. They insisted, so finally I said, "Well, just give me one guy, not over two."

"All right. We'll send two."

I said, "No, let me name them. I want Joe White to go with me." Joe was big and husky. He had never been on the waterfront, but I had gotten him to join in. You could join the Longshoremen's Union for fifty cents and I'd give the Negroes the fifty cents until I'd run out of fifty cent pieces and I couldn't spare any more. This was during the strike. Then I got them to let them come on in and they could pay the fifty cents later, so they could join the picket line and help them win.

So I took Joe and a fellow named Humphrey, another big, husky fellow along with me. Funny thing about it, I got inside and I wormed my way pretty close up to the front in this mob that was stacked in there and Joe White stood in the door. He didn't come inside, you know. I kept wondering why this big bruiser didn't come in. I thought he was afraid. Later in the meeting I asked for the floor. Of course the white man turned to the Negro. They whispered and they told me to sit down, that I couldn't take the floor. I couldn't speak.

So I turned to the crowd and I said, "Most of you fellows know me by sight. I am C.L. Dellums. I want to speak to you." Apparently most of them knew the name. So I said, "If you want to hear what



Dellums: I have to say, make this guy shut up and let me talk." And so they did! They started raising a row in there. So they made the leaders sit down and let me talk. So I gave them a good rabble-rousing. I gave them first a good educational talk on labor and civil rights where we had so much in common. Then brought in some rabble-rousing on it, too.

Then I asked them to give me their word, and I told them, "I know you'll keep your word with me, I always keep mine with you. Give me your word that you will not break the strike. All who will not, stand."

And they almost stood to a man! So I said, "OK, since we're not going to break the strike, the meeting is over! Let's get the hell out of here!"

And they all started getting out and the Negro and the white man stood there trying to hold the audience! So that broke up the meeting; they went on out. When we got outside, I jumped on Joe for standing at the door where he could run and not coming inside.

He said, "Run, hell! All I had to do is just raise my hand. Anybody that acted like they were going to get violent or anything with you," he said, "all I had to do is just raise my hand. You never saw so many longshoremen and teamsters in your life! They would have torn this building to pieces to get to you." I said, "You're kidding. You were ready to run." So he said, "All right. Let's walk around here and look at these cars. We walked all around the block. It was just filled with cars. They were mostly whites, too, you know. They were there. "Who are you guys?" They said, "You must be Dellums. We're here to see that nothing happens to you. To get you out as quick as we could."

I said, [laughs] "There wasn't anybody going to do anything to me in there. There were plenty of people in there who wouldn't stand for anything to happen to me. Even if they disagreed with me, they weren't going to let anything happen."



Dellums: "I staked my life on these people on 7th Street in those days," I said, "I fight their battles--and they know it! They are not going to let anybody do anything to me. Not if they can help it."

And they wouldn't have then. I had just that much confidence in them. They wouldn't have stood for anything. You can't keep these things secret, you know. In the next two or three days my wife knows all about it.

"Dad, what have you been into?"

"I've been into nothing unusual." I'd tell her.

"I heard about you down there in that meeting. You could have got killed in there!"

I said, "No, nobody would have done anything to me."

So she paid a price to stay with me all these years during such hectic times.

JH: Did you meet her in Texas or in California?

Dellums: I got out of there. I left Texas by design. California was chosen. So I met her here in Oakland. She came to Oakland about a year after I did.

JH: It seems to me that you've become an advocate for black laborers in general, and not just of porters.

Dellums: I was an advocate for the rights of labor period! It didn't make any difference to me. In 1934, during that first big strike, there were only two Negro crews on the whole waterfront--two Jim Crow crews, all Negroes, on the whole waterfront and they worked, as I recall, on the Grace Line and the Luckenbach docks. And no other place. Of course I had a double interest in that. I was interested in them having a real union again because all the workers needed a union. Of course I was interested in breaking up the segregation on the waterfront and



Dellums: breaking up the shape-up system and providing for Negroes to be allowed to work on there, because they were human beings and had a right to work--and should work without discrimination. But I would fight for an all-white union in trouble as quick as I'd fight for an all-black union. I fight for the rights of the working man, the rights of the poor. So I wouldn't stay out of a fight because there were no Negroes in it. And I don't think I'd get in it any quicker or with any more zeal or anything.

I think back a lot of times when I was a kid. I think I had one fight that was all mine. I think in the rest of the fights I've been in, I was taking up for somebody that seemed to be being pushed around because he wouldn't fight back and I would take up his fight. I would fight back.

I'd tell them, "Stop picking on him. He doesn't want to fight you. If you just want to pick on somebody, I'll fight you. Pick on me!," hoping most of the time that my bluff worked. Most of the time it did work. But once in a while some guy took a swing at me. But I think I had one fight all on my own. It was with a little white kid, whose bigger brother and my older brother were good friends and they went rabbit-hunting together. The white kid and I went along with our brothers. This kid and I didn't get along and eventually we had a fight while we were out hunting. I don't think we really wanted to fight. Our brothers got tired of us fussing and made us fight. I generally got into all my other fights by fighting for somebody else.

As I told you, when we developed a union and went into the AF of L, it was with much national criticism from the Negro press, so-called Negro leaders. They didn't know anything about labor, had been brainwashed that labor was an enemy of the Negro and that the employer was their friends--which was all wet and all wrong. But we went into the AF of L for a reason and with a mission--that is, according to Randolph and myself. We were the only ones generally that saw the Brotherhood as a racial movement and as part of the civil rights struggle. Our reason for going in the AF of L was



Dellums: because as a labor union we belonged inside. We believed then and still believe that the Negro will never really be a first-class citizen until he is into the mainstream and all of its tributaries of American life. Organized labor certainly is one of the mainstreams of American life. That was the reason we went in. We belonged in the mainstream of the labor movement and the mission was to drive the official discrimination out. We didn't stop the fight until the color clause was removed from every union's constitution or ritual. So officially there was no discrimination left in the trade union movement. But obviously there was discrimination left because it is run by American white people. I haven't found anything yet they run without discrimination--including the church.

So the national mission is still here. It will not be solved in my lifetime. But I still hope to make some contribution to it.

JH: I hope the same for you. Thank you for this interview.

Dellums: Thank you.

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(For special section of  
Labor and Religious Leaders  
see other side)

February 5, 1959

## DEAR OFFICER:

Please note that I have received no negative reactions in regard to the bills which I called to your attention on January 22, 1959. If you have some, please send them in to me right away.

Enclosed are some additional bills which have already been introduced and which we may want to agree to support:

A.B. 346: By UNRUH - which is a general revision of the Sections of the Civil Code, prohibiting discrimination in public accommodations.

This goes further than either A.B. 155 or A.B. 204, which I previously sent you. However, it has since been replaced by UNRUH with a still more far-reaching bill, A.B. 594.

A.B. 594: By UNRUH and others: This revision of the Civil Code would in effect bar discrimination in almost any field of relationship, not just public accommodations. It adds schools, the purchase of Real Property, and Professional Services. It increases the penalty still further than provided for in A.B. 346.

A.B. 644: By Hurton and Elliott: The major provisions of this bill makes discrimination grounds for suspension or revoking of a license to a real estate broker.

A.B. 890: By Hawkins and others. This is the basic bill to prevent discrimination in Publicly Assisted Housing, patterned after the New York State Law in the same field.

A.B. 1: This is a re-introduction of the bill to make it possible for aliens in the United States for twenty-five years or more to receive Old Age Assistance. This bill



TO OFFICERS:

Feb. 5, 1959

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A.B. #1 - Continued

was vetoed by Governor Knight two years ago and has been a major concern of the CSO.

I would appreciate hearing from you on these bills before February 10, 1959, when representatives of various Inter-Group Relations, Agencies, will have a brief semi-annual meeting. I would like at that time to be able to indicate the attitude of the California Committee for Fair Employment Practices. So, by all means, if you have objections, please let me know.

If I do not hear from you, I will assume that you feel the above bills are our proper concern, with our support depending on questions of timing and the legislature's problems, rather than on the intent of the bill.

Fraternally yours,

*William Becker*

William Becker  
Secretary

WB:s

oeiu-3-afl-cio

enos.



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OF THE  
CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES  
SACRAMENTO -- MARCH 9, 1959 -- 8:00 A.M.

Present: Dellums, Blease (for Mrs. Duveneck), Colley, Zimmerman, Haggerty, Mont, Becker

Also: Williams, Pollard, Brandon, Howden, Shechter

RUMFORD reviewed the various amendments which had been suggested:

M/S/Carried: To maintain our position of no amendments with the understanding that we will accept, if offered by a member of the Senate Labor Committee, the Governor's amendments calling for:

Placing the FEPC Commission in the Department of Industrial Relations and making the Commission part-time, per-diem jobs instead of full-time on a salary.

M/S/Carried: To fight against the move to exclude Farm Labor.

The statements and amendments prepared by Howden and Francois were read by Howden. The previous decision to introduce no amendments on behalf this Committee was ruled to cover these, too.

The Employer amendments offered by Howland were rejected on the same basis.

On the question of an amendment to provide for the continued existence of the San Francisco FEP Commission, Howden reported that he had given it to Senator McAteer, who made no commitment to introduce it. It was generally felt that this amendment was not needed to keep the San Francisco Commission in existence and that the Board of Supervisors might kill it there, with or without the proposed amendment.

The question of the threat of a referendum by employer groups if FEPC were passed, or if it were passed without compromise amendments, was discussed.

M/S/Carried: To stay by our position of refusing to retreat because of this threat.

The question of the "MOBILIZATION" was raised and discussed. Most present felt it should be put on in a modified form.

The presentation of our position to the Senate Labor Committee by Rumford, Williams, Becker & Greenberg, Haggerty, Zimmerman and Dellums, was approved.

Sincerely,

WILLIAM BECKER, Secretary

oeiu-3-afl-cio



CHAIRMAN, CALIFORNIA COMMITTEE FOR FAIR EMPLOYMENT PRACTICES  
WEST COAST REGIONAL CHAIRMAN, N.A.A.C.P.  
INTERNATIONAL VICE-PRESIDENT, BROTHERHOOD OF SLEEPING CAR PORTERS  
TO THE CALIFORNIA SENATE LABOR COMMITTEE

Mr. Chairman and Members of the Committee:

It would give me a heavy heart to be called upon at this late date to try to convince legislators there is a need for legislation designed to afford all our citizens the right to compete for employment, based upon individual ability, and without discrimination because of race, creed, color, religion or national origin, but I feel certain that there is really no need to try to convince you of such a thing.

It seems to me that in a Democracy this right should be axiomatic, but my experience over the last forty years has taught me that even in a Democracy we need rules and regulations to restrain the prejudice, curb the bigots, and bolster those who want to do right but for various reasons need the backing of the law. Employment bias has gone unchecked in this state because no law has yet been enacted to curb this evil practice. This matter has gone too long unattended; it has given our state an uncivil reputation. We are placed in the ridiculous light of being a northern state, promoting the insufferable mores and traditions of Dixie.

The President of the United States, <sup>Mr. L.</sup> faced this problem some 18 years ago and during this time some 16 states and around 50 cities have adopted legislation designed to eliminate it. No one denies that there is employment discrimination in California, the only disagreement seems to be on how to eradicate it. The moderate opponents say that they will be able to persuade employers to stop discriminating. We have learned —, the hard way, that discrimination can not be eliminated by persuasion alone, since employers and Labor unions have been unable to persuade one another to stop discriminating after all these years of pleading. I have been active in the Labor movement for 33 years and during all that time, we haven't been able to persuade some of the Labor unions to stop discriminating.



Strong effective legislation is most definitely needed. I am quite well aware of how the Communists have used and are using racial and religious discrimination against our country, but in all these years I have never pleaded for equality and fair-play because of what discrimination was doing to us abroad. I have always felt that our democracy is worth protecting and perfecting on its merit. We have felt that discrimination should be eliminated because it is wrong, it is unchristian, and it is down-right evil. But, how can we afford to ignore the warning of the Vice-President of the United States, who on returning from Africa, reported to the President, urging that discrimination be stopped. The vice-President pointed out that we cannot talk equality to the people of Asia and Africa while we practice inequality in the United States. There is no question but that the existence of discrimination against minority groups in the United States is a handicap in our relations with other countries. How can any American close his eyes to this?

The moral significance of Americans discriminating amongst themselves on any lines other than individual merit is basic. No man has the right to deny another, his rights as a human being. To make such a denial on the basis of race, creed, color, or national origin does not ease the gravity of the situation. It is wrong, there is no other way to look at it. Attempts at justification are hollow. Not much better than such attempts, is lip service, that is followed by little or no action.

F. E.P. has become not only a symbol of human dignity but a national reminder about democracy that we are always forgetting. It reminds us that every man has the right to a job that he can do. It reminds us also that no other man has the right to keep him from his job because of race, creed, or national origin. It reminds us that in America there should be no priorities, we should stand in line for the right to a job. It would send a lot of elbowing people back in line where they belong to take their turn as do others. It would announce to the greedy and stubborn bargainers who would trade democracy for racial power that our way of life is not for sale. And it is a good reminder. We can't do without it. For the louder men scream against it the more apparent is the need. It is the folks who break democracy's rules who



don't want democracy's policing. These men are the very people from whom Fair Employment Practices safeguards the whole nation. We believe that human beings have certain inalienable rights--that is, rights which can't be given or taken away, and that among these is the right to life, liberty and the pursuit of happiness. Pursuit of happiness, without the right to a job, you may still have the right to pursue happiness but your ability to overtake it is certainly handicapped. The right to work is the right to live, that is legally.

We have the unfinished task of democracy in industry. The reason the Fair Employment Practice Bill is so important, is because there is a basic respect for law in our culture. The cultural facts give law a significant roll in the educating and converting of the individual and the group. That in essence is why an F.E.P. law is so important. When we have such a law, however, some will dislike it, millions will feel a compulsion to obey. Law has a compulsive quality. Wherever we stand, all of us, we want the law on our side.

The moral fiber of society grows gradually. A law such as the F.E.P. law creates an atmosphere. It has a moral effect. It creates the conditions under which people are ashamed to act in an uncivilized manner.

Now let's take a brief look at who is in favor of effective F.E.P. legislation. It would require too much time to list all of the various churches and church groups that are on record in favor of this legislation. Two years ago there were so many church leaders present to testify that it even required considerable time just to introduce them and have them stand up. Therefore, I think it suffices to point out that everyone of our great religious denominations are on public record for it. Everyone of our minority racial and religious groups are for it, the Board of Supervisors of San Francisco have gone on record several times memorializing the state legislature to adopt effective Fair Employment Practice legislation and as recent as a few weeks ago. Los Angeles County Board of Supervisors adopted a motion memorializing the state legislature to pass the Fair Employment Practice bill in this 1959 session just a few weeks ago. The United California Labor



Movement is for it. The Governor, the Lieutenant Governor, the Controller and the Attorney General all campaigned throughout the state with this legislation as a part of their platform last year and as you know all were elected. The Democratic party is on record for it, the Republican party is certainly not against it.

And now, just quite recently, the President of the United States who had by executive order set up an F.E.P. Committee on Government Contracts, with Vice-President Nixon heading it, realized that persuasion alone, won't do the job and called on Congress to give it a basis of law. And recently the California State Young Republicans meeting in Fresno adopted a resolution calling for the creation of a State Fair Employment Practice Commission by a vote of 140 to 29. ~~Now I have~~ I have been unable to find anyone authorized to speak for any great mass of human beings that is against it. Now just then, who is left to oppose it? Who do they speak for? What do they represent?

It is our sincere belief that you must feel a strong compulsion to give the impetus of your committee's authority to our democratic processes and permit this measure to go to the floor, without weakening amendments, where it can be voted up or down by a cross section of the representatives of our citizenry.

There would be no advantage in voting for a bill which we know would not accomplish the purpose that we have, which is to eliminate racial and religious discrimination from the area of employment, I therefore, on behalf of the California Committee for Fair Employment Practice and its friends in general and for myself in particular, I plead with you gentlemen to give us the legislation we beg for.

I thank you.



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