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HERNÁNDEZ, AILEEN C.

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FAIR EMPLOYMENT PRACTICES COMMISSION

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**AILEEN C. HERNANDEZ**  
CONSULTING • PUBLIC RELATIONS • RESEARCH

MAILING ADDRESS: P. O. BOX 15072  
SAN FRANCISCO, CALIFORNIA 94115

TELEPHONE  
(415) 221-4679

June 5, 1968

TO: Planning Committee Members

FROM: Aileen C. Hernandez

Today is our last day at the coordinating committee's offices in the Federal Building. We have just completed the summary report of the Bay Area Action Workshop on Housing and expect to have it in the mail to you within the next few days.

In behalf of the President's Committee on Equal Opportunity in Housing and the National Committee Against Discrimination in Housing, I would like to thank you for all your help in making the conference possible.

I believe that the planning process which finally resulted in the conference was an important part of the educational experience that must occur when people with different ideas and different backgrounds come together to face a common problem. The conference was undoubtedly not quite what any one of us expected. It was the end product of the many ideas that went into it. More than 400 people from more than 40 Bay Area cities took part in the day's proceedings. Action programs did emerge and several communities have already begun to implement some of the suggestions.

It is important that the action which was begun does not end in inaction. Change in our society will only come about when people who care are ready to work to recruit others into the cause.

This conference began its planning on the day of the assassination of Dr. Martin Luther King, Jr. It ends one phase of its operations on the day of the tragic shooting of Senator Robert F. Kennedy. Both events serve to remind us that there is much to do in our country if we are to eliminate inequity, hatred and violence. Thank you for what you have already done and let us continue to find and mobilize the people of good will who will stand and be counted in this crucial time.

If I can be of help, you can reach me at the address shown above.

*Aileen C. Hernandez*



# NEWS from FEPC

**DIVISION OF FAIR EMPLOYMENT PRACTICES**

**Department of Industrial Relations**

**State of California**

State and Northern California Office: 455 Golden Gate Avenue, San Francisco 557-2000

Southern California Office: 322 West First Street, Los Angeles MA dison 0-2610

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## FEPC'S WOMEN'S ADVISORY COUNCIL MEETS: CO-CHAIRMEN NAMED

Ways to advance the cause of civil rights in local communities were heard by members of the Women's Advisory Council to the State Fair Employment Practice Commission at their second annual meeting in San Francisco this week. X

Thirty members of the council along with their guests heard William Becker, Assistant to the Governor for Human Rights, call for organized work in local communities to urge upon employers a positive, affirmative approach in hiring on an equal opportunity basis, and to explore possibilities of on-the-job training for minority workers. Becker also asked WAC members to urge city and county governments to establish local human relations councils, and to survey local real estate boards to determine the extent to which the boards are observing the California Real Estate Association's Code of Practices.

In a luncheon address, Justice Stanley Mosk of the California Supreme Court praised the work being done by the council and similar groups, and pointed to the progress in civil rights that has resulted.

Other speakers were FEP Commissioner John Anson Ford, who directs activities of the Women's Advisory Council, and FEPC executive officer Edward Howden.

Two new regional co-chairmen were also named during the meeting. They were Jane Lounsbury of San Francisco, succeeding Mrs. Spurgeon Avakian of Berkeley as co-chairman for Northern California; and Mrs. Grace Montanez Davis of Los Angeles, succeeding Mrs. Jonas Salk as co-chairman for Southern California. Statewide Chairman of the Council is Mrs. Helen Thomas of Los Angeles.

Miss Lounsbury is assistant director, Field Services Department, for the American Cancer Society in San Francisco, and is also a member of the executive committee and chairman of the public affairs committee of the YWCA in San Francisco. She is a graduate of Vassar.

Mrs. Davis is a native of Los Angeles and a graduate of the University of California. Currently she is serving as Program Specialist in the Neighborhood Youth Corps of the Economic and Youth Opportunities Agency of Greater Los Angeles. Prior to taking that position she was associate field representative for Congressman George E. Brown, Jr.

The Fair Employment Practice Commission administers the State laws against discrimination in employment and housing. Members, in addition to Commissioner Ford, are C.L. Dellums, Chairman, Elton Brombacher, Louis Garcia, Clive Graham, Mrs. Audrey M. Sterling and Dwight R. Zook. Executive officer Edward Howden is also Chief of the Division of Fair Employment Practices in the State Department of Industrial Relations, of which Ernest B. Webb is Director.

(List of attending members attached)

LIST OF FEPC WOMEN'S ADVISORY COUNCIL MEMBERS  
ATTENDING ANNUAL MEETING IN SAN FRANCISCO, DECEMBER 6, 1965

BERKELEY:

Mrs. Richard C. Willis, 1138 Keeler Avenue  
Mrs. Spurgeon Avakian, 911 Oxford Street

BURBANK:

Mrs. Ben Landing, 1063 Bethany Road

CASTRO VALLEY:

Mrs. Eulalia Anderson, 3570 Jamison Way

LA JOLLA:

Mrs. Jonas E. Salk, 6397 La Jolla Scenic Drive

LIVINGSTON:

Mrs. James Kirihara, 12208 W. Bird Avenue

LONG BEACH:

Mrs. Joyce Jacobowsky, 257 Belmont Avenue  
Mrs. Myron Blumberg, 104 Granada

LOS ANGELES:

Mrs. Leslie Shaw, 1650 S. Victoria Avenue  
Mrs. Grace Davis, (newly appointed Southern  
California co-chairman), 3901 Carlota Boulevard  
Mrs. Irene Milligan, 3460 Eagle Street

OAKLAND:

Mrs. Myra Windmiller, 2901 London Road

PALO ALTO:

Mrs. Sybil Florant, 963 Oregon Avenue

REDDING:

Mrs. Richard Abbe, 158 Wilshire Drive

SACRAMENTO:

Mrs. Paul Mueller, 1801 11th Avenue

SALINAS:

Mrs. Celeste R. Coleman, 49 Frisch Road

SAN FRANCISCO:

Mrs. Anne Draper, 26 Seventh Street  
Miss Jane Lounsbury, (newly appointed Northern  
California co-chairman), 759 Bay Street  
Mrs. Lydia Stern, 2800 Van Ness Avenue

SANTA BARBARA:

Mrs. Ann Post, 3717 Barcelona Drive

SEAL BEACH:

Mrs. Arthur Zahler, 704 Island View Drive

STANFORD:

Mrs. Richard W. Lyman, 591 Salvatierra Street

STOCKTON:

Mrs. Marion Pease, 238 West Fulton Avenue

THOUSAND OAKS:

Mrs. Adrienne Swenson, 555 Laurie Lane, Apt. J-10

TULARE:

Mrs. Zora Scott, 799 South Spruce Street

VISALIA:

Mrs. Fred Jensen, 1335 S. Conyer  
Mrs. Leon Mirviss, 2401 Pecan Drive

WATSONVILLE:

Mrs. Berta Richardson, 160 San Andreas Road



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## PUBLIC CONTACT JOBS FOR NEGROES IN NEW LOS ANGELES HOTEL

While major Los Angeles hotels historically have not employed Negroes in public-contact positions, one new hotel has made "great strides in equitable hiring of minority workers at all levels," according to a member of the California Fair Employment Practice Commission.

Commissioner Dwight R. Zook said the hiring practices of the new Century Plaza Hotel in Century City are "an example of how imaginative, forward-looking business leadership can quickly build an effective, racially-integrated workforce, even while other firms complain of the difficulties in finding qualified Negro, Mexican American or other minority workers."

According to Zook, the FEPC worked with the Century Plaza Hotel on a cooperative, affirmative basis during the hotel's initial hiring period prior to its opening six months ago in order to assist integration of minority workers into "non-traditional" public-contact jobs.

Zook said that the 22 major Los Angeles hotels, aside from the Century Plaza, "regrettably do not yet have more than a handful of Negroes in public-contact jobs. Nonwhites are employed by most of the major hotels only in low-level, menial jobs." To illustrate, he pointed out that whereas his latest report from the other major hotels revealed only one Negro waitress, the Century Plaza now employs eleven.

As a result of meetings with Zook and FEPC consultant Roland Davidson, Century Plaza officials made special efforts to inform civil rights organizations, unions and other possible recruitment sources of the hotel's equal employment opportunity program in order to stimulate applications from the minority communities.

Recruiting was carried out, in part, through minority specialists in several offices of the State Department of Employment. Additionally, the hotel management developed special job application forms that would not discourage people with arrest records from applying.

Zook attributed the hotel's successful integration drive to these "special efforts and to a committed group of management people who unequivocally instructed all supervisors and personnel people on the staff to follow the equal opportunity policy."

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Of special note, too, the FEPC commissioner pointed out, was the fact that the Century Plaza management helped work out public transit routes and schedules to facilitate employee travel to and from the hotel during working hours, and prepared maps and instructions on reaching the hotel for distribution to likely sources of minority job applicants.

These efforts, according to Zook, resulted in Negroes, Mexican Americans and Orientals being hired in such job classifications as manager, maitre d'hotel, accounting and payroll clerk, supervisor, room clerk, cashier, bellman, bartender, waiter, waitress--along with representation in the traditional service, kitchen and maintenance jobs.

Zook added that of the other major hotels in Los Angeles, the Statler Hilton is so far the only one to his knowledge which has made appreciable progress in employment of Negroes in non-traditional, public-contact positions.

In a letter to Harry Mullikin, vice president and managing director of the Century Plaza, Zook praised the hotel management for its alert, progressive hiring practices.

Mullikin said that in setting its equal opportunity policies, the hotel was "adhering to the kinds of business practices required in the 1960s. Our main concern," Mullikin said, "is to take full advantage of the entire manpower pool--obviously it is to our advantage to do so. The few special practices required, such as notifying minority group organizations, giving special instructions to our staff, and following up to see that the instructions are followed, are minimal, and they have certainly paid off for us."

The Fair Employment Practice Commission administers California laws against discrimination in employment and housing for reason of race, color, religious creed, national origin, or ancestry. Members of the Commission besides Mr. Zook are C. L. Dellums, K Chairman, Elton Brombacher, John Anson Ford, Louis Garcia, Clive Graham, and Mrs. Audrey Sterling. Executive Officer Edward Howden is also Chief of the Division of Fair Employment Practices in the Department of Industrial Relations, of which Ernest B. Webb is Director.



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## NORTHERN CALIFORNIA CONFERENCE ON JOB TESTS AND MINORITY WORKERS

Job testing and screening practices and their relation to the employment of Negro, Mexican American and other minority workers will be subject to the scrutiny of Northern California personnel and testing experts at a meeting in San Francisco May 24.

Sponsoring the all-day gathering of industry, labor, government and civil rights leaders is the Technical Advisory Committee on Testing (TACT) of the California Fair Employment Practice Commission. Principal speakers will be Mrs. Aileen Hernandez, Commissioner, Federal Equal Employment Opportunity Commission; Howard Lockwood, manpower development specialist for Lockheed Aircraft, Los Angeles, and Chairman of TACT; and Wayne L. Horvitz, vice president, Industrial Relations, Matson Navigation Company, San Francisco.

✓ C. L. Dellums, FEPC Chairman, said that a series of workshops which are to be conducted during the meeting, will deal with how employers can make greater use of the available labor pool by applying sound guidelines in their testing and selection procedures.

"Potentially good employees are often eliminated because of misapplication of testing or screening practices," Dellums said, "causing essential job vacancies to go unfilled. This often increases employment costs and creates a poor company image among a sizeable segment of the community." He called the May 24 meeting at Del Webb Townhouse "an effort to improve this situation."

Presented at the meeting will be TACT's "Guidelines for Testing and Selecting Job Applicants," which the advisory group has worked at developing since it was first formed in June 1965.

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Also participating in the conference workshop will be FEPC Commissioner Dwight R. Zook, Corporate Director of Personnel Services for North American Aviation, Los Angeles, and Dr. Marie Fielder, University of California, vice-chairman of TACT.

Functions of the 50-member TACT group include serving as advisors to FEPC in employee testing and related screening practices; development of policy and guidelines for non-discriminatory personnel selection; informing and educating employers and the public about cultural factors pertinent to testing and personnel selection; identifying the need for development of further knowledge in these areas, and encouragement of research and demonstration projects directed toward perfecting ways of insuring fair participation of all groups in the economic functions and rewards of the community.

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## INDIANS GROW IN NUMBER, BUT LAG IN JOBS, EDUCATION, INCOME

California Indians, with the largest rate of population growth of all the state's ethnic groups, also lag most in employment, education, and income, according to a new report from the State Fair Employment Practice Commission.

"As a group, California Indians have been isolated from the social and economic advances made by other minorities in recent years," said C.L. Dellums, FEPC chairman, in releasing the 41 page study titled "American Indians in California." The booklet is the fourth in an FEPC series of statistical studies from 1960 census data on California minorities prepared by the Division of Labor Statistics and Research. Previous publications have dealt with Negroes, the Spanish-surnamed, Japanese, Chinese and Filipinos.

Dellums pointed out that the new study showed a 95 percent increase--compared to 48 percent for all ethnic groups--in Indian population between 1950 and 1960, rising from 20,000 to a reported 39,000.

"Even that high rate of increase may not reflect the actual growth of their numbers in the state," Dellums said. "Some sources have estimated the California Indian population near 75,000." He explained that several reasons accounted for the increase--a high birth rate, improving health conditions, and the relocation program of the U.S. Bureau of Indian Affairs which assists Indians who leave reservations to settle in urban areas. In the five year period ending with 1960, 18 percent of all Indians over five years of age in California had migrated from other states, mostly as a result of relocation programs. Accompanying this migration, Dellums said, has been a shift in Indian population from rural to urban areas. "The problems resulting from this shift, especially in employment and housing, are among the major difficulties the Indian faces today", he said. "So far, community and government resources have failed to deal effectively with those problems. But they must be confronted and solved."

Dellums said that Indian unemployment was undoubtedly the gravest problem revealed by the FEPC report. For Indian men the unemployment rate in 1960 was over 15 percent, compared to 12 percent for Negro men and 5 percent for whites. The unemployment rate for Indian women, 11 percent, was equal to that of Negro women and second to the 13 percent for Filipino women.

Thirty-nine percent of all employed Indian men worked in the manufacturing industries as operatives and craftsmen. An additional 28 percent were farm laborers or occupied with other unskilled tasks. Less than four percent of Indian men were employed as professional or technical workers, as compared with 7 percent of all nonwhites and 14 percent of whites.

Dellums said that in the ten years between 1950 and 1960 the number of Indians living in urban areas rose from 26 percent of the total to 53 percent, with almost one-quarter of that number residing in the Los Angeles-Long Beach area. Another ten percent live in the six-county San Francisco Bay Area, with nine percent in San Bernardino and Riverside counties, and eight percent in San Diego county.

Beside problems in urban areas, Dellums indicated a serious problem exists for that significant proportion of native California Indians who live on reservations or in rural areas where services of all kinds are inadequate, where job opportunities are meager, and where there is no chance to prepare for better jobs in the future.

"Our study shows a relatively low educational attainment for Indians," Dellums said. "Forty-three percent of both men and women have not gone beyond the eighth grade. Four percent of the men and five percent of the women have no schooling at all." The report also shows a wide gap at the college level. While eight percent of Indian men and seven percent of women have completed one or more years of college, the comparable figure for white men and women is 24 percent and 20 percent.

In income, too, Indians ranked below other groups. The 1959 median income for Indian men was \$2,694, compared to the highest of all groups, \$5,109 for whites. The median figure for Indian women was \$1,312, compared to a high of \$2,144 for Japanese women.

Dellums pointed out that along with the problems created by extremely low income, Indians also showed the largest family size of all ethnic groups. Although figures for California alone were not available, Dellums said that in 13 western states 37 percent of all Indian families included six or more persons. Only 12 percent of white families showed a similar number of members, according to the FEPC report.

Single copies of the report, "American Indians in California," are available from FEPC, Box 603, San Francisco 94101. Previous publications in the same series--"Negro Californians," "Californians of Spanish Surname," and "Californians of Japanese, Chinese and Filipino Ancestry," are also available in limited quantity.

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FEPC AND FEDERAL FAIR HOUSING GROUP SIGN AGREEMENT

The California Fair Employment Practice Commission has signed a cooperation agreement with the President's Committee on Equal Opportunity in Housing, FEPC Chairman C.L. Dellums, has announced. ✓

The President's Committee was established in 1962 to carry out provisions of Executive Order No. 11063 prohibiting discrimination in the sale, lease or rental of residential property owned by the Federal Government, or assisted financially through mortgage insurance or otherwise by the Federal Government, or in urban renewal project land.

According to Dellums, among the most important areas of President's Committee jurisdiction are homes purchased under terms of the Federal Housing Administration (FHA).

The official "Memorandum of Understanding," signed by Dellums and David L. Lawrence, Chairman of the President's Committee, calls for the FEPC and the Federal organization to establish liaison and exchange information on a regular basis. Both will "cooperate with and advise the other on all matters of enforcement and compliance."

Dellums said that the agreement marked "another step in FEPC's program to fulfill its responsibilities under the Rumford Fair Housing Act." ✓

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