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FEPC Anniversaries

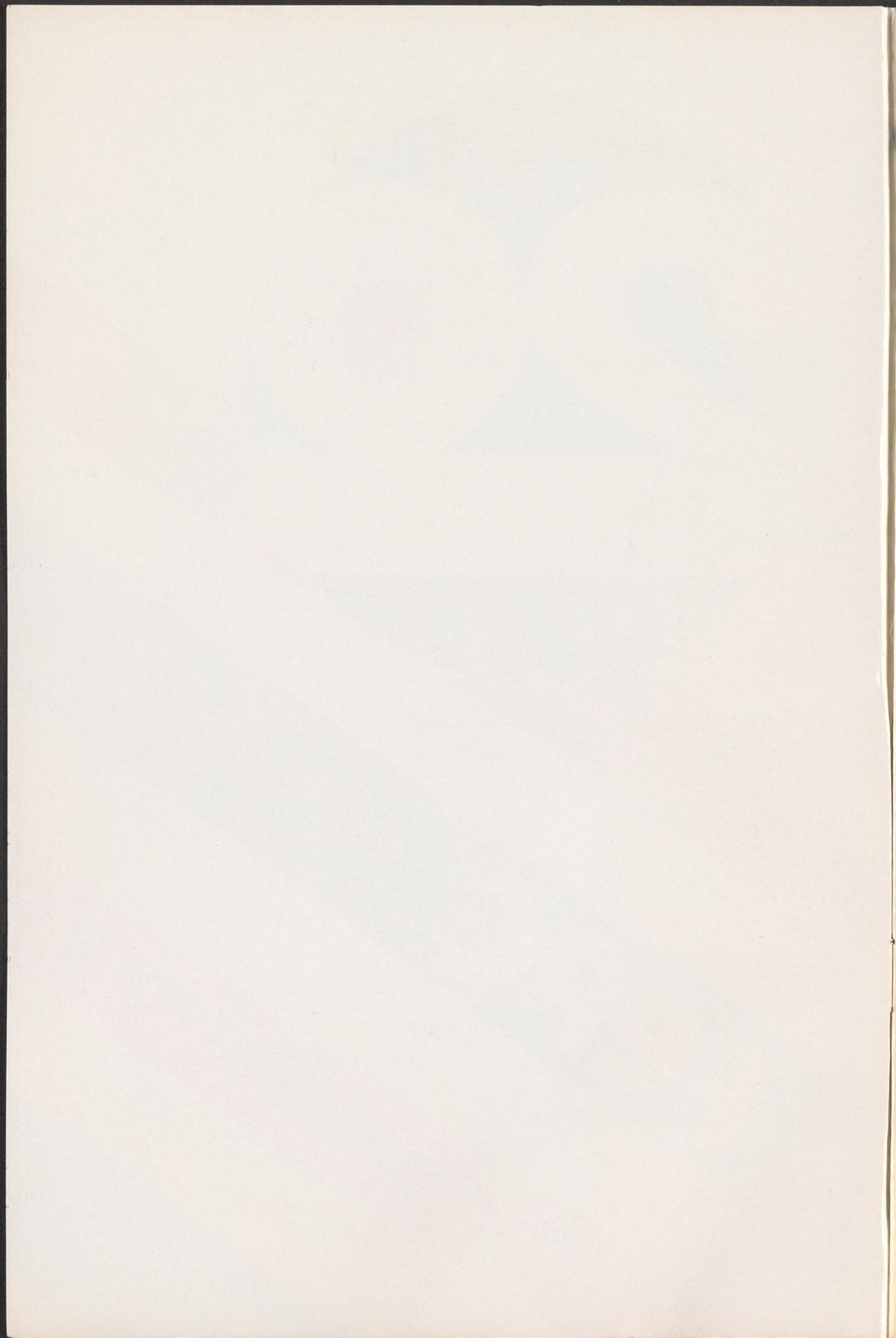
1980-1989

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FEPC

20th anniversary



Program

CELEBRATING THE 20th ANNIVERSARY OF FAIR EMPLOYMENT PRACTICE LEGISLATION IN CALIFORNIA

April 16, 1980

Hyatt-Regency Hotel, Los Angeles

WELCOME BY MASTER OF CEREMONIES

John A. Martin, Jr., Chair, Fair Employment and Housing Commission

INVOCATION

Rabbi Paul Dubin, Executive Vice President,
Board of Rabbis of Southern California

LUNCHEON

GREETING FROM THE GOVERNOR

A MESSAGE FROM LABOR AND MANAGEMENT

William R. Robertson, Executive Secretary-Treasurer, Los Angeles
County Federation of Labor

Robert M. McIntyre, Incoming President, Southern California
Gas Company

KEYNOTE ADDRESS

Dr. Armando Rodriguez, Commissioner, U.S. Equal
Employment Opportunity Commission

Introduced by Grace Montanez Davis, Deputy Mayor,
City of Los Angeles

ROLL CALL OF FEP PIONEERS

Governor Edmund G. "Pat" Brown

Introduced by Yvonne Braithwaite Burke, Member,
Los Angeles County Board of Supervisors



FEPC... a long look back

"This session of the legislature has not distinguished itself by any concern for civil liberties," lamented the *Los Angeles Daily News* in an early 1950's editorial.

The newspaper was voicing the widespread frustration that followed still another unsuccessful try by civil rights leaders to guide a fair employment bill through the Sacramento labyrinth. It could well have been an observation made at every legislative session from 1945 until 1959. It took that long, fourteen years of dogged struggle, to get a simple guarantee of equality in seeking and holding employment onto the California statute books. It was a battle, often bitter, distinguished by the efforts of dedicated, determined men and women who saw a vision they would not be denied. Only through the efforts of these latter-day California pioneers was the vision finally made real.

The beginnings

In general, fair employment law goes back to President Franklin D. Roosevelt's Executive Order 8802 issued in 1941, after labor leader A. Philip Randolph warned that 100,000 black workers were prepared to march on Washington to protest job discrimination. C.L. Dellums, later to become a commissioner and chair of the California Fair Employment Practice Commission, was one of the leaders of the "March on Washington" group. The president's order established a commission with little power to handle complaints, which were received based on "race, creed, color or national origin."

That commission died in 1945, and in that same year, as the result of the continued concerns of the National March on Washington Movement, fair employment practice legislation was introduced in five states: California, New York, Pennsylvania, Massachusetts and New Jersey. All but California, where Assemblyman Augustus Hawkins' measure was rejected, adopted laws.

The next few years were lean ones for hope of success in legislating fair employment practices in California. Seeking public support, civil rights leaders worked to place an initiative -- Proposition 11 -- on the 1946 ballot. It was defeated but even in defeat its effect echoed over the next several years, with state legislators using the public vote against fair employment law as an excuse not to support it in the legislature.

A "March on Sacramento"

After the failure of another Hawkins-introduced bill in 1949, and again in 1951 when an FEP bill received only three committee votes, civil rights leaders were called together by C. L. Dellums, Franklin Williams and Terea Hall Pittman. It was a coalition of labor, community groups, religious leaders, minority leaders and others called the California Committee for Fair Employment Practices. They mounted a mobilization, in effect a "march on Sacramento" in March of 1953. It was meant to demonstrate to Governor Earl Warren and the legislators that fair employment law had the backing of a broad spectrum of responsible statewide leaders. Such a measure was then before the legislature as AB 900, co-authored by Assemblyman Hawkins from Los Angeles and W. Byron Rumford of Berkeley.

Said the *Los Angeles Daily News* in an editorial on the mobilization: "Hundreds of distinguished Californians, representing many religious faiths and both political parties, as well as many civic and labor groups, met last Sunday and Monday in Sacramento to point up the need for FEP legislation."

Despite such growing support, including an endorsement of fair employment legislation by the Republican State Central Committee, and a poll which showed that 61 percent of the public favored that legislation, the legislature failed to respond.

In April, the Assembly Committee on Governmental Efficiency and Economy, "after three hours of angry debate which lasted through the dinner hour," according to one observer, rejected AB 900 by a 7 to 6 vote.

A change

But 1953 did mark a change--in mood, in hope, in the organization of the FEP forces. With the legislature meeting in alternate years in those days, the next opportunity for the Cal Committee, as it came to be called, was in 1955, when Assemblyman Rumford introduced AB 971.

In seeking support for the bill and the overall need for fair employment practices, the Cal Committee pointed to a 1955 Los Angeles Urban League study which showed that of 238 bank branches in the city, only four in black areas employed blacks in other than custodial jobs. The study showed as well that no blacks had customer contact jobs in Los Angeles department stores, nor were any employed as waiters or waitresses in class A hotels, and only one major oil company employed blacks above the custodial level.

AB 971 did garner important support. But it also attracted the usual strong opposition, with opponents testifying to the legislature that the "need for FEP is greatly exaggerated," and that a fair employment commission would be "the policeman with the club." C. L. Dellums, Cal Committee chairman, reminded the legislature that FEP was "not a monster" and that it would only "establish a floor of decency on which workers may stand together . . . as good citizens."

The shift begun in 1953 continued in 1955. Where before the vote on FEP legislation had invariably split down Democratic and Republican party lines, this time there was strong bi-partisan support. It marked the first time too that an FEP bill got out of committee--Governmental Efficiency and Economy--in a hearing which several hundred observers attended. It was the first FEP bill as well to be passed by the Assembly, with a vote of 48-27, and sent on to the Senate. But there it died in the Labor Committee.

"Un-American and undesirable"

In 1957 the Cal Committee was back in Sacramento supporting AB 2000, a Gus Hawkins bill. The opposition was no less virulent than in earlier sessions, with one group branding FEP legislation as "un-American and undesirable."

But with each session, support was growing too, and 1957 was an encouraging year. Responding to charges that "you cannot legislate morality," one San Francisco newspaper wrote: "We can no longer give comfort to those who perpetrate the old fallacy that law has no effect on human relations." In one well-orga-



nized showing of support, labor groups in both Northern and Southern California circulated a petition for citizen signatures, calling on Governor Goodwin Knight and members of the Assembly and Senate to pass FEP laws.

Again, it was the Senate Labor Committee that quashed the 1957 measure, although that did not end the struggle for that session. A Senate bill dealing with child labor had passed the Senate and was before the Assembly. Assemblyman Hawkins seized the opportunity to amend it, adding the provisions of his defeated FEP bill. Because of the amendment, the Senate had to review the bill again and, unamused by Hawkins' maneuver, killed it.

But by this time there was indeed, as one observer said, "an FEP feeling in the air." It was reaching the politicians as well. "The political fact of life," William Becker, secretary to the Cal Committee from 1952 to 1963, told the U. S. Commission on Civil Rights in 1958, "is that civil rights issues are good politics." He cited the 1958 state elections in which fair employment practices were the issue in the election or defeat of several state legislators.

The 1959 law

Authored by Assemblyman Rumford and co-sponsored by Hawkins and 52 other assemblymen, AB 91 was introduced early in the 1959 session. It had strong support from Governor Edmund G. Brown, Sr. Leaders of the Cal Committee campaigned tirelessly among the legislators, and finally when the assembly vote was in, they had achieved a 64-14 victory.

Off went the bill to the Senate, where it was subjected to long and bitter committee battles and hit with a barrage of amendments--the Cal Committee documented over 50 such--designed to weaken or cripple the bill. As an example, in the Senate Labor Committee, agriculture representatives asked to have farm labor exempted entirely, and a compromise--one of many--was worked out to exclude "agricultural workers residing on the land where they are employed." Similarly, other amendments were made sufficiently palatable to all parties, and the amended bill was sent to the Senate floor by a committee vote of 5-2.

When the dust had finally settled, the Senate passed the measure, 30-5. It was indeed a famous victory for the Cal Committee and a small band of dedicated legislators in a battle that had begun essentially eighteen years earlier when President Roosevelt had issued his FEPC Executive Order after the formation of the March on Washington Committee. It was a cause for celebration when Governor Brown signed the bill on April 15, 1959, making a law to take effect on September 18 as part of the California Labor Code, Sections 1410-1432.

A long struggle had ended. The bill which Governor Brown signed into law was not measurably different from that which had been submitted to five states in 1945, through regional efforts of the National March on Washington Committee. Most particularly, it was similar to the New York State FEP law. It established a five-member commission, to be appointed by the Governor, and a governmental administrative agency, the Division of Fair Employment Practices, housed in the Department of Industrial Relations, to carry out the policies and dictates of the commission.

A first year budget of \$240,000, requested by the Governor, had to survive a number of legislative battles, but was finally approved, and the California FEPC was in business at last.

To chair the commission, Governor Brown appointed John Anson Ford, a long-respected Los Angeles County Supervisor. Defining the aims of the FEPC to employers, Mr. Ford said: "The several minority groups within our State have within them latent capacities that can and will contribute much to our national strength and vitality, when not circumscribed or suppressed. Suppressed or restricted in their rights to fair employment on a merit basis they can become a detriment to us all. This then is the broad principle giving background to the Fair Employment Practice Act."

The first year

Divisional headquarters were established in San Francisco. In its first twelve months of operation the agency received 411 complaints of discriminatory treatment from individuals. In that first year, too, a so-called "professional petitioner" mounted a referendum for repeal of the FEP Act, but it was unsuccessful.

The law in 1959, reflecting the language of President Roosevelt's Executive Order of 1941, prohibited job discrimination based on "race, religious creed, color, national origin or ancestry" as a matter of State public policy. So the law remained for any years. Amendments were to come which would vastly broaden the extent of the law, and changes in the structure of the division and commission would alter enforcement administration. But first there came the battle for the fair housing law; sponsored by the Cal Committee, it was reminiscent of the struggle for a fair employment act.

"An historic step"

Some progress had already been made in this arena, largely in housing assisted by public financing. But a broader bill was sought and again it was Assemblyman Hawkins who introduced it in the 1961 legislative session. Like the early version of the fair employment bill, the measure had no success in committees and died.

Again, in 1963, AB 1240 was introduced by Assemblyman Rumford. It was brought on as a top-priority item in Governor Edmund G. Brown's civil rights program for that session. From the beginning, it had tough sledding and for five months it was amended, debated, and studied. In the final weeks, members of civil rights groups maintained a round-the-clock vigil in the Capitol rotunda in support of the measure. The bill was finally passed by a 23-13 vote in the Senate and a 63-9 vote in the Assembly just minutes before the legislative session ended.

The law, part of the Health and Safety Code, superseded a four-year old law prohibiting discrimination in publicly-assisted housing (the Hawkins Act), and also supplemented the 1959 Unruh Act barring discrimination in business establishments. Essentially, the Rumford Act prohibited discrimination because of race, color, creed, national origin or ancestry in housing accommodations of three or more



units, in public and redevelopment housing, and in owner-occupied single family homes with public financing; additionally, the activities of real estate brokers and salesmen and mortgage lenders were covered.

"An historic step towards giving every Californian the right to live where he pleases," said Governor Pat Brown. But right from the beginning, the Rumford Act had heavy opposition which managed to obtain signatures enough in an initiative campaign to place "Proposition 14" on the November 1964 ballot. This proposition proposed to amend the state constitution to nullify enforcement provisions of the Rumford Act and prevent enactment of such a law in the future except by constitutional amendment.

The Rumford Act had had little more than a year of full-scale operation before Proposition 14 was passed by the voters. Although the proposition killed much of the Rumford Act it did not nullify it entirely. The law still stood against discrimination by realty brokerage offices, lending institutions and state or local units of government involved in housing, and authority remained for FEPC to engage in certain educational and affirmative activities.

So stood the law for a year and a half. Then in May 1966, the California Supreme Court ruled that the amendment to the constitution brought about by Proposition 14 was unconstitutional because it conflicted with the equal protection clause of the federal constitution and "significantly involved" the state in private acts of discrimination.

Thus the amendment was thrown out, and the Rumford Act was returned to its original full force and effect, subsequently to be amended and broadened to its present status.

The first 20 years

In 1959, when the five FEP commissioners met to undertake their new responsibilities, they were given this charge by Governor Brown: "You and I are convinced, and I think the people of our State believe, that fair employment practices is a sound policy because it is morally right and, in practice, is completely workable. Therefore, a part of your responsibility is that of helping the public and employers and labor unions, and the rest of us, to see, in practical operation, that this great principle is best for all of us.

"I want this commission to view the problems of fair employment in their larger aspects. A statewide agency should not confine itself simply to case-by-case solutions, but should undertake to instill the spirit of fairness on as broad and as high a level as is possible."

Provisions in the new law enabled the FEPC, besides pursuing resolutions of individual complaints of employment discrimination, to undertake broader-gauge investigations, and the commission set out to do so within its limited authority. In those early years, much of the commission's work was indeed educational, attempting to show that the principle of fair employment practices was, in Governor Brown's words, not only "morally right", but "completely workable."

While that effort went forward, over the years a changing civil rights climate brought pressure to bear upon the legislature for expanding the coverage of the FEP Act to include other protected classes. To the original prohibitions in the 1959 law, there came the following amendments:

- 1970---prohibition of job discrimination based on sex.
- 1973---prohibition of job discrimination based on age, years 40-64.
- 1974---prohibition of job discrimination based on physical handicap.
- 1975---prohibition of job discrimination based on medical condition.
- 1976---prohibition of job discrimination based on marital status.
- 1977---prohibition of mandatory retirement at age 65, and other amendments including authority to undertake class action complaints, and a realignment of commissioner and staff responsibilities.

In the 1970's, the Fair Housing Act and the Unruh Act were also amended to extend coverage and remedies, and reduce exemptions. In employment, the commission also took on responsibilities regarding contract compliance and affirmative action.

The amendments brought a considerable change of focus to much of the commission's work as it sought to accommodate the needs of the new protected classes.

In 1979, a survey showed the following percentages of complaints, according to reason for filing:

race and color -----	42%
sex -----	26%
national origin, ancestry -----	15%
age -----	10%
physical handicap -----	5%
religious creed -----	2%

In that same year, twenty years after the passage of the act, the commission docketed nearly 8000 employment discrimination cases (and nearly 400 housing complaints) as compared to the 411 received in its first twelve months of operation starting back in 1959.

A new era

A new era in the commission's burgeoning responsibilities was recognized by the legislature and the governor as they proposed a reorganization of the division and a consolidation of the laws it enforced. After its first twenty years, fair practices law in California was about to enter a new era. Set for 1980 was the fruition of a plan to expand the division into a department, with an expansion of staff and a resulting



ability to deal with the greatly increased number of individual complaints and broadened responsibilities under the amended FEP and fair housing laws.

While strides have been made toward greater equality in the twenty years of the FEPC, there is little dispute that there is yet a long way to go. Writing about blacks and other minorities in 1978, Alice Lytle, then-chief of the Division of Fair Employment Practices, said: "Years after civil rights legislation was enacted and minority job programs launched, these citizens still suffer from discrimination . . . Many who were hired in the name of equal opportunity have found themselves consigned to dead-end jobs which hold little or no opportunity for advancement" and they are further hindered by "recurrent periods of economic slowdown."

The pioneers, those whose efforts brought a long needed law to the California statute books, would agree: The twenty years past reveal many achievements, but the years ahead offer abundant challenge, too.

A message

from John A. Martin Jr.

Now, in 1980, we have had two decades of experience in fair practice law in California. There are similar laws in most states, and a comprehensive Federal law as well. Having lived with the benefits--and the problems--of those laws, it may be difficult for some of us to remember the struggles of a pioneering few to achieve them. The summary here reminds us of the hard road such legislation suffered.

Even as it reminds us of that, it also reminds us that the years ahead will not be without struggle. In a sense, the Fair Employment and Housing Commission, as it is now called, and the Department--no longer Division--of FEH, are entering a new age. I want to emphasize that we recognize that every step we take is on ground laid by those pioneers of the past twenty years--and the fourteen years preceding that.

It is solid ground. The law we administer has been strengthened over the years--most recently and significantly in 1979--to permit this commission a broader scope of attack upon discrimination in employment and housing.

The present commission has inherited the mantle of those men and women this luncheon is celebrating. We intend to honor the inheritance with a vigorous pursuit of the ideals they struggled to achieve. We will build on what they have constructed. In the past much was achieved through education, conciliation and voluntary action. Today we see the growing need to add to those means a strengthened legal enforcement. We are committed to this course, and will vigorously carry it forth in the names of these pioneers, to move California further toward the goal of equality for all its citizens.

John A. Martin, Jr. Chair
Fair Employment and Housing Commission



Heading the list of pioneering civil rights advocates in California are the first officers of the ground-breaking California Committee for Fair Employment Practices. Most of these people represented organizations which backed civil rights efforts by donating time, talent and money. *C. L. Dellums*, first chair of the Cal Committee, was chairman of the NAACP for the eight western states and long-time international vice president of the Brotherhood of Sleeping Car Porters, an organization he helped found in 1925. From 1968 to 1978 he was international president of that union.

Also from the NAACP, and a national leader of that organization was *Dr. H. Claude Hudson*, one-time treasurer of the Committee, a Los Angeles dentist and businessman and president emeritus of civil rights in Los Angeles. *Nathaniel Colley*, prominent Sacramento attorney long identified with equal rights legal issues, was also an early official of the Committee.

Among co-chairs of the Committee were *Judge Isaac Pacht*, of the Los Angeles bench and one-time president of the Los Angeles Jewish Community Council; and Los Angeles City Councilman, *Edward R. Roybal*, who went on to become a member of the U. S. House of Representatives.

From the Jewish Labor Committee came *William Becker*, first Cal Committee secretary and later deputy director of the State Industrial Relations Department, and *Max Mont*, Southern California Coordinator for the Committee and later secretary during the fair housing struggle.

Others prominent in the Committee were the *Rev. John H. Burt*, a leading Pasadena churchman who later became Episcopal Bishop of Ohio, and *Earl Raab*, head of San Francisco's Jewish Community Relations Council and a distinguished author.

The names of two legislators are deeply etched in the history of civil rights law in California. They are Assemblyman *Augustus F. Hawkins*, of Los Angeles, a senior member of the state assembly until his election to the U. S. House of Representatives, and *W. Byron Rumford*, a Berkeley pharmacist. Alternately these two carried the bills that eventually became the fair employment and fair housing laws.

the Cal Committee Pioneers

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Harry Bloch	Sam Paul
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Dr. Julian J. Keiser	Rev. Kenneth Watson
Mrs. Hideo Kodani	Rev. Saul E. White
Rev. C. Travis Kendall	Franklin H. Williams
Rev. N. Robert Kesler	Joseph Wyatt, Jr.
	David Ziskind



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Original Commission appointments, 1959

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Elton Brombacher

C. L. Dellums

Mrs. Carmen Warschaw

Dwight Zook

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C. L. Dellums

Mrs. Carmen Warschaw

Pier Gherini

Clive Graham

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Thomas Horn

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John A. Martin, Jr., Chair

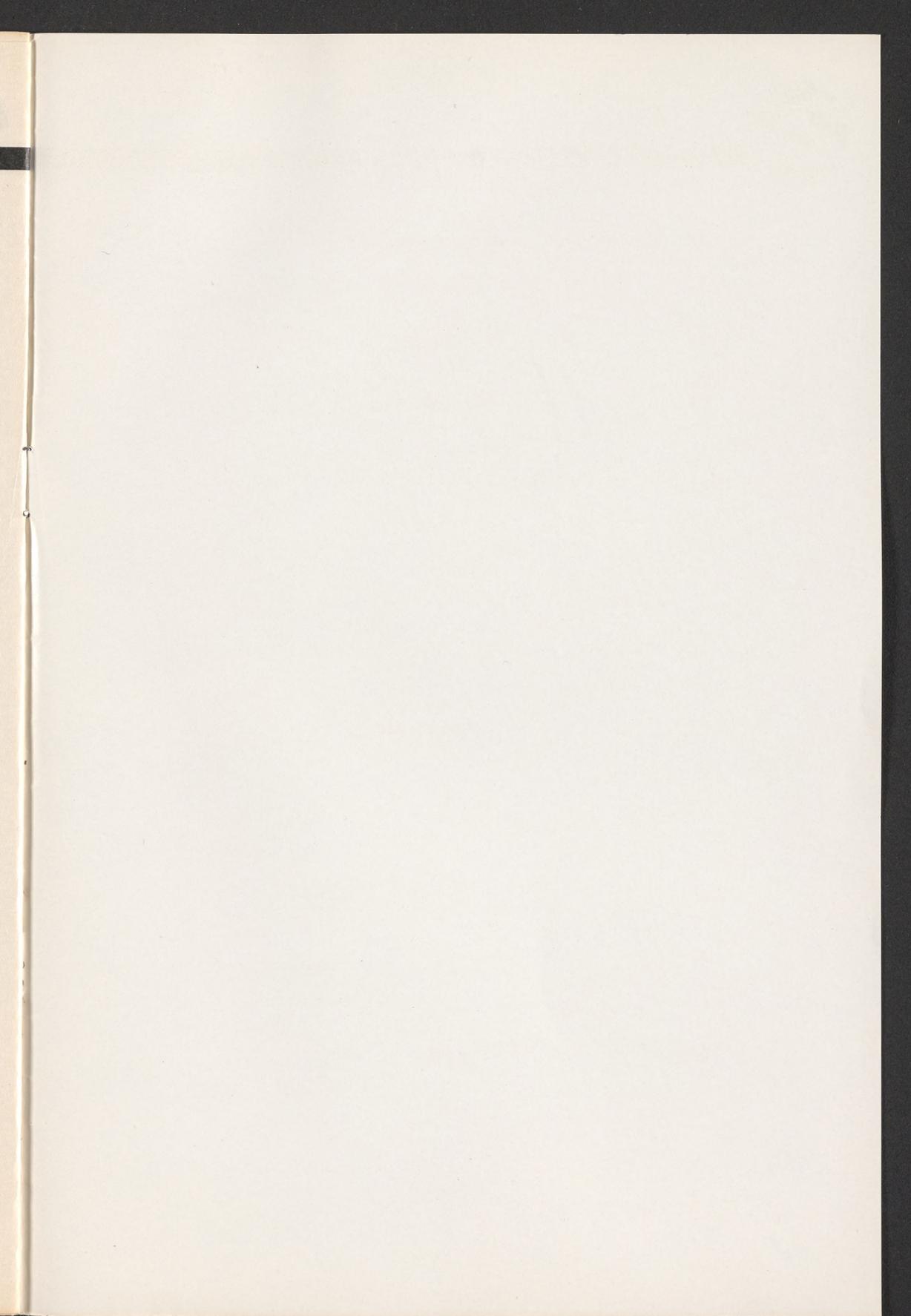
Mauricio Munoz

C. L. Dellums

Anna Ramirez

Betty Lim Guimares

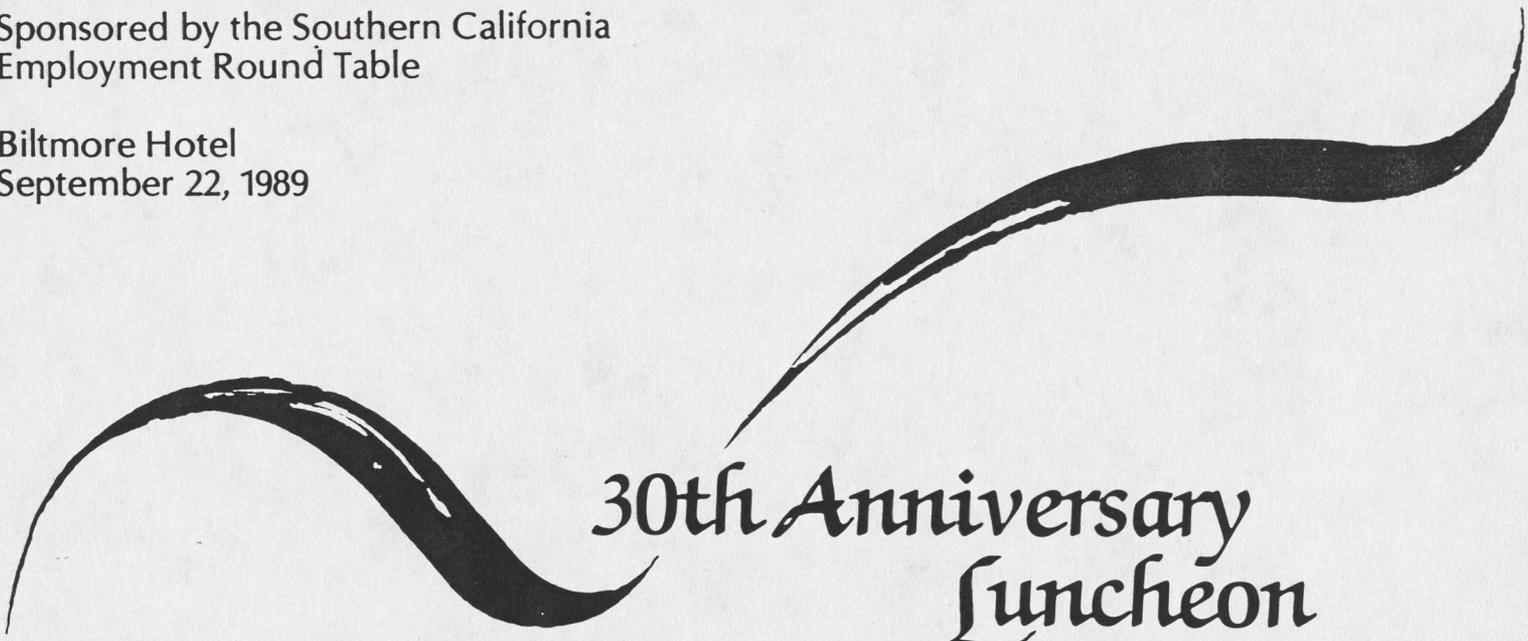
Joseph Roos





Sponsored by the Southern California
Employment Round Table

Biltmore Hotel
September 22, 1989



30th Anniversary
Luncheon

FAIR EMPLOYMENT PRACTICE ACT 1959 - 1989

Program

WELCOME

Harold Pierce
SCERT Chair

INTRODUCTIONS

Dr. Walter Norwood
Luncheon Chair

LUNCHEON ANCHORWOMAN

Tritia Toyota
KCBS-TV

GREETINGS

Gov. Edmund G. "Pat" Brown

CALIFORNIA PERSPECTIVE

Michael Johnson
Fair Employment and Housing Commissioner

LUNCHEON

INTRODUCTION OF KEYNOTE SPEAKER

Shirley R. Chilton
Secretary to the Agency, State and Consumer Services

KEYNOTE SPEAKER

Joyce L. Kennard
Associate Justice Supreme Court of California

HONOREES

Congressman Augustus Hawkins
presented by **Antonia Hernandez**
President and General Counsel MALDEF

Congressman Edward Roybal
presented by **Dr. Herbert L. Carter**
Executive Vice Chancellor California State University
and Chair United Way

CLOSING

Dr. Walter Norwood

FAIR EMPLOYMENT PRACTICE ACT 1959 - 1989

Luncheon Sponsors

SCERT wishes to thank the following companies and associations for their support of the 30th Anniversary Luncheon.

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(partial list)

Special Thanks and Acknowledgments

Sincere thanks to the following for their generous donations to this afternoon's event.

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Southern California Edison Company
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Event coordinated by Jill Barad & Associates

FAIR EMPLOYMENT PRACTICE ACT 1959 - 1989

30
1959 1989

FAIR EMPLOYMENT
PRACTICES ACT

Governor Deukmejian Salutes Thirty Years of Equal Opportunity



On the occasion of this 30th anniversary of California's fair employment and housing laws, it is important for each of us to recall that our state has long been a land of freedom and opportunity -- a beacon of hope that has drawn millions of people from every part of the world to our shores.

California was built by immigrants, and it continues to be a magnet for some of the most talented, ambitious, hard-working people from throughout the world. Our strong equal opportunity laws underscore a deep commitment to keep the California welcome mat firmly in place.

Our state has traditionally cherished its diversity. When you consider how racial, religious, and ethnic differences often have divided societies in other parts of the world, Californians can be very proud that we offer a more positive, hopeful example.

Our state stands as a shining example of how people of tremendous cultural differences can live together. Ours is a state where personal dreams and individual dignity count for something. In fact, they count for just about everything.

We all share a responsibility to make sure that the opportunities which we found in this state are extended to all Californians -- regardless of the color of their skin, their age, their heritage, their disability, or their religion.

Thank you for your three decades of support in making equal opportunity in California a reality for all our people.

George Deukmejian
Governor

The Fair Employment and Housing Act

30 Years of Progress Towards Human Dignity

"This session of the legislature has not distinguished itself by any concern for civil liberties," lamented the *Los Angeles Daily News* in an early 1950's editorial.

The newspaper was voicing the widespread frustration that followed a long series of unsuccessful attempts by civil rights leaders to guide a fair employment bill through the legislative labyrinth. It could have been an observation made at every legislative session from 1945 until 1959, a fourteen year struggle to guarantee equality of employment in California. The battle was bitter, and was distinguished by the efforts of dedicated men and women who had a vision which they refused to relinquish.

The Beginnings

A 1941 Executive Order of President **Franklin D. Roosevelt** established the first federal commission to address employment discrimination complaints based on "race, creed, color or national origin." The President's Order resulted from labor leader **A. Phillip Randolph's** warning that unless something was done, 100,000 Black workers would march on Washington to protest job discrimination.

After numerous legislative failures to create the same fair employment protections in California, **C.J. Dellums**, one of the leaders of the earlier Washington movement, called a meeting of state civil rights leaders.

The *Los Angeles Daily News* editorialized on the new state mobilization effort: "Hundreds of distinguished Californians, representing many religious faiths and both political parties, as well as many civic and labor groups, met last Sunday and Monday in Sacramento to point up the need for FEP legislation." This concerned group was later to be known as the "Cal Committee." Despite growing support, the Assembly rejected AB 900, the state's first equal employment bill by a 7 to 6 vote, "after three hours of angry debate which lasted through the dinner hour."

A Change

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The 1959 Law

Authored by Assemblyman **W. Byron Rumford** and co-sponsored by Assemblyman **Augustus Hawkins** and 52 others, AB 91 passed the Assembly in 1959.

In the Senate, AB 91 was subjected to long and bitter committee battles, and was hit with a barrage of amendments designed to weaken or cripple it. Finally, compromises were reached among parties. The legislation passed the Senate and was signed into law by Governor **Edmund G. "Pat" Brown** on April 15, 1959, 19 years after Roosevelt's 1941 Executive Order.

AB 91 established a five-member commission appointed by the Governor, and an administrative agency, the Division of Fair Employment Practices. Both were housed in the Department of Industrial Relations. The first act protected persons from employment discrimination based on race, color, national origin, ancestry, and religious creed.

John Anson Ford, a respected Los Angeles County Supervisor, was appointed as the Commission's first chairman by Governor Brown. Defining the aims of the Fair Employment Practices Commission (FEPC) to employers, Chairman Ford said: "The several minority groups within our State have within them latent capacities that can and will contribute much to our national strength and vitality, when not circumscribed or suppressed. Suppressed or restricted in their rights to fair employment on a merit basis they can become a detriment to us all. This then is the broad principle giving background to the Fair Employment Practices Act."

Housing Discrimination

After the employment law victory, the Cal Committee directed its energies against **housing** discrimination. Even prior to California's first Fair Employment Practices law,

progress had been made in preventing discrimination in publicly-financed housing. Broader protections were sought in a bill introduced by Assemblyman **Augustus Hawkins** during the 1961 legislative session. Like the early versions of the fair employment bill, the measure had no success in legislative committees.

In 1963, AB 1240 was introduced by Assemblyman **W. Byron Rumford**. For five months the Legislature amended, debated, and studied the measure. In the final weeks of the Legislative session, members of civil rights groups maintained a round-the-clock vigil in the Capitol rotunda. Only minutes before the session ended, the bill passed in both Houses and was signed into law by Governor **Edmund G. "Pat" Brown**.

Known as the Rumford Act, the statute prohibited discrimination because of race, color, creed, national origin or ancestry in housing accommodations of three or more units, in public and redevelopment housing, and in owner-occupied single family homes with public financing. Real estate brokers, salesmen, and mortgage lenders were also subject to compliance with the provisions of this law.

From the beginning, the new Rumford Act faced heavy opposition. Opponents managed to obtain enough signatures for Proposition 14 on the November 1964 ballot to void major portions. Proposition 14 amended the State Constitution to prevent enactment of any law limiting an individual's absolute right to sell or lease his or her property except by constitutional amendment.

The repeal did not stand. The California Supreme Court held that Proposition 14 was contrary to the U.S. Constitution, and it stated that the amendment conflicted with the equal protection clause of the Federal Constitution and "significantly involved" the State in private acts of discrimination. The Rumford Act therefore remained in full force and effect.

The First 20 Years

As a changing civil rights climate brought pressure to bear upon the Legislature, the coverage of the Fair Employment and Practices Act was expanded to include sex, age, physical handicap, medical condition and marital status.

The Unruh and Ralph Civil Rights Acts

In more recent times, DFEH has been designated the authority to enforce the Unruh Civil Rights Act and the Ralph Civil Rights Act. These acts prohibit discrimination in all business establishments and/or public accommodations, and prohibit acts of racial, ethnic, or religious violence, respectively.

Cumulatively, the authority to enforce California's three primary anti-discrimination statutes give the Department and the Commission one of the broadest enforcement mandates in the United States.

IN RECOGNITION

California Committee for Fair Employment Practices

Heading the list of pioneering civil rights advocates in California are the first officers of the ground-breaking California Committee for Fair Employment Practices. Most of these people represented organizations which backed civil rights efforts by donating time, talent and money. **C.L. Dellums**, first chair of the Cal Committee, was chairman of the NAACP for the eight western states and was a long-time International Vice President of the Brotherhood of Sleeping Car Porters, an organization he helped found in 1925. From 1968 to 1978 he was International President of that union.

Also from the NAACP, and a national leader of that organization was **Dr. H. Claude Hudson**, one-time treasurer of the Committee, a Los Angeles dentist and businessman. **Nathaniel Colley**, prominent Sacramento attorney long identified with equal rights legal issues, was also an early official of the Committee.

Among co-chairs of the Committee were Judge **Isaac Pacht**, of the Los Angeles Superior Court bench and one-time president of the Los Angeles Jewish Community Council; and Los Angeles City Councilman, **Edward R. Roybal**, who went on to become a member of the U.S. House of Representatives.

William Becker, of the Jewish Labor Committee, was the first Cal Committee secretary and later became deputy director of the State Industrial Relations Department. **Max Mont**, another member of the Jewish Labor Committee, was the Southern California Coordinator for the Committee and later was secretary during the fair housing struggle.

Others prominent in the Committee were the **Rev. John H. Burt**, a leading Pasadena churchman who later became Episcopal Bishop of Ohio, and **Earl Raab**, head of San Francisco's Jewish Community Relations Council and a distinguished author.

The names of two legislators are deeply etched in the history of civil rights law in California. They are Assemblyman **Augustus Hawkins**, of Los Angeles, a senior member of the state assembly until his election to the U.S. House of Representatives, and Assemblyman **W. Byron Rumford**, a Berkeley pharmacist. Alternately these two carried the bills that eventually became the fair employment and fair housing laws.

The "Cal Committee" Pioneers

Susan D. Adams

Frank Barnes

William Becker

Helene Bialis

Harry Bloch

Wesley Brazier

Rev. John H. Burt

Phillip Burton

Rev. E. Dean Canady

Rev. H.B. Charles

Cesar Chavez

Frank Chuman

Mrs. Susie Clifton

Nathaniel Colley

Alan Cranston

Rev. Maurice A. Dawkins

C.L. Dellums

John Despol

Rev. John N. Doggett, Jr.

Rev. St. Paul Epps

Harry Finks

John Anson Ford

Nathan Gierowitz

Robert Diesick

Jack Goldberger

Carleton B. Goodlet, M.D.

Swin Green

Albin J. Gruhn

George Hardy

John F. Henning

Elbert T. Hudson

Dr. H. Claude Hudson

Charles B. Johnson

Rev. Wilbur R. Johnson

Dr. Julian J. Keiser

Mrs. Hideo Kodani

Rev. C. Travis Kendall

Rev. N. Robert Kesler

Max Mont

Stanley Mosk

Thomas Newsom

Judge Isaac Pacht

Pearl Paull

Sam Paull

Rev. Ernest Pipes

Terea Hall Pittman

Rev. Earl A. Pleasant

William Pollard

Alfred K. Quinn

Earl Raab

Mrs. Sven Reher

Richard Richards

Anthony Rios

J.J. (Rod) Rodriguez

Joseph Roos

Edward Roybal

Dr. Carl W. Segerhammer

Paul Schrade

Dr. Otto Schim

Fred Schreiber

Harvey Seifert

Leslie Shaw

Dr. Carroll L. Shuster

William Sidell

Rev. John G. Simmons

Rabbi Matthew Simon

Lionel Steinberg

Isidor Stenzor

George L. Thomas

Matthew Tobriner

Rev. D. Dewitt Turpeau, Jr.

Herbert Ward

Carmen Warschaw

Rev. Kenneth Watson

Rev. Saul E. White

Franklin H. Williams

Joseph Watt, Jr.

David Ziskind

Department of Fair Employment and Housing

Division Chiefs 1959 - 1980

Edward Howden	Alice Lytle
Peter Johnson	Paul Meaney
JoAnne Lewis	Roger Taylor
Charles Wilson	

Directors 1980 - 1989

JoAnne Lewis
Mark Guerra
Talmadge Jones

Fair Employment and Housing Commission

Commissioners Original Commission Appointments, 1959

John Anson Ford, Chair
Elton Bombacher
C.L. Dellums
Carmen Warschaw
Dwight Zook

Past Chairs

C.L. Dellums	Clive Graham
John Anson Ford	John A. Martin, Jr.
Pier Gherini	Cruz Sandoval
Osias Goren	Carmen Warschaw

Past Commissioners

George Bond	Charles Poochigian
Donald Diers	Anna Ramirez
Louis Garcia	Henry Rodriguez
Lois Graham	Joseph Roos
Mark Guerra	Stella Sandoval
Betty Lim Guimares	Joan Sparks
Thomas Hom	Audrey Sterling
Harvey Horikawa	J.M. Stuchen
Catherine Montgomery	Michael Vader
Mauricio Munoz	Susan Weiner

Present Commissioners

Osias Goren, Chair	Georgia Megue
Paul Bannai	Cruz Sandoval
Michael Johnson	Milan Smith, Jr.
Naomi Young	

Commission Executives

1978 - 1989

David A. Garcia
Steven C. Owyang

REFLECTIONS . . .

I believe that however we were joined together on this earth, we were intended to overcome our differences and live in harmony ... a harmony with respect, honor, and caring for each other. To be respected, we must first respect. Although we may have not made it all the way, I would like to think we have made progress. I have been privileged to be associated with the dedicated people of Fair Employment and Housing who have made it their mission.

Shirley Chilton
State and Consumer Services Agency

Chief Justice Oliver Wendell Holmes said that "bigotry is like the pupil of the eye. The more light you shine upon it, the more it contracts."

For thirty years, the DFEH and the FEHC have been a strategic "light brigade" that have greatly enhanced equality of opportunity in the State of California.

Thank you for your encouragement and support of our troops on this special tricennial. We all enjoy an open and pleasing employment environment in our Golden State because of your deep commitment and involvement.

Talmadge R. Jones
Department of Fair Employment and Housing

California, the most diverse population center in the world, stands in the forefront of Equal Opportunity.

During 30 years of the FEHA, much has been accomplished. But there remains a number of major employment challenges the FEHC is pledged to address in the years ahead.

Osias G. Goren
Fair Employment and Housing Commission

The struggle for equal treatment and opportunity is a constant in all areas of our lives. The Commission on the Status of Women has been part of this struggle for 24 years. We are fortunate to live in a State that has adopted strong public policies against discrimination. We must now continue our struggle to maintain what we have achieved and to correct any inequities that still exist for women.

Jan Hall
California Commission on the Status of Women

For the past thirty years, great strides have been made in providing community-based services for individuals of disability, promoting the full integration of such individuals in the community, in schools, and in the workplace. All have contributed to the independence and dignity of such individuals.

P. Cecie Fontanoza
Department of Rehabilitation

Congratulations on 30 years of progress under the FEHA. All people, regardless of their status, share in the benefits from the continued advancement of these equal opportunity laws in the State of California.

Alice J. Gonzales
Department of Aging

Honoring a Civil Rights Pioneer

C.L. Dellums has spent a lifetime fighting for racial equality as a labor and civil rights leader. His work and his advocacy have already left an indelible mark on the history of the trade union and civil rights movements—both in the state and nationally—and he is still fighting.

Born in Corsicana, Texas, Dellums moved to Oakland in 1923 where he has lived ever since. In the hostile labor climate of the 1920's, he worked with A. Philip Randolph to organize the Brotherhood of Sleeping Car Porters, the first international union to be founded and led by blacks. In 1929, he was elected Vice-President of the Brotherhood; when Randolph retired in 1968, Dellums was unanimously chosen as his successor.

During World War II, Dellums was a leader in the "March on Washington", which resulted in President Roosevelt's

creation of a wartime fair employment commission. After the war, Dellums led a decade-long effort to pass fair employment legislation in California and lobbied then-Governor Earl Warren to support it.

When the legislation was finally passed in 1959, Governor Pat Brown appointed Dellums to the first Fair Employment Practices Commission. In 1965, he was appointed chair of the Commission. He has been a member of the Commission (now the Fair Employment and Housing Commission) ever since, the only Commissioner to have been reappointed by both Governors Reagan and Jerry Brown. This year marks his 26th year on the Commission.

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You are cordially invited to a

RECEPTION

honoring

C. L. DELLUMS

*for his life long committment to
equal opportunity for all Californians*

Thursday, June 13, 1985

6:00 to 8:00 p.m.

California State Railroad Museum

2nd & I Street

in Old Sacramento

\$10.00 Donation

Make Checks payable

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AMERICAN CIVIL LIBERTIES UNION-NEWS



FREE SPEECH
FREE PRESS
FREE ASSEMBLAGE

"Eternal vigilance is the price of liberty."

CENSORSHIP IN SAN JOSE

San Jose has established its Chief of Police as censor of handbills. An ordinance which has just become effective prohibits the distribution of handbills "which are intended to or LIKELY to be disruptive to the peace, order and good order of the community." The ordinance also prohibits the distribution of handbills "which are intended to discriminate against minority groups or labor." The A.C.L.U. is currently litigating this ordinance in court to determine if it is a violation of the First Amendment.

ACLU OF NORTHERN CALIFORNIA

"RED" CHARGES AGAINST PROFESSOR DROPPED

The San Mateo Junior College Board of Trustees have refused to dismiss John G. Iliff, professor of economics. The Board held that the Legion had failed to sustain its charges of "radicalism." The attempted ouster grew out of Iliff's participation in several meetings not endorsed by the American Legion. He gave accounts of experiences in the Soviet Union not quite as unfavorable as the Legion would have us believe. The A.C.L.U. helped Iliff resist the charges which upon academic freedom.

WARNICK FACES DEPORTATION

Jack Warnick, 23-year-old former University of California student, who has lived in the United States since he was two years of age, faces deportation to Canada. Though acquitted in the famous Sacramento criminal syndicalism trial last March, Warnick on October 3rd was held for deportation because of PAST MEMBERSHIP in the Communist Party. The immigration authorities are using the SAME EVIDENCE against him on which he was acquitted in Sacramento. On December 20, an additional charge of "illegal entry" was filed against him. It was based on testimony he gave at his hearing that in the summer of 1931 he attended a student conference at Vancouver. Warnick's deportation means separation from his wife and parents who reside in the United States. A few years ago Warnick's application for citizenship was denied because no RECORD of his birth could be found in Canada. If the Department of Labor now issues an order for Warnick's deportation, the A.C.L.U. will institute habeas corpus proceedings in the U. S. District Court to test the ruling.

RELIGIOUS FREEDOM???

Holding her allegiance to God above her allegiance to country, 9-year-old Charlotte Gabrielli refused to salute any but the Christian flag and was expelled from a private grammar school. "The flag of the United States is not the flag of Jesus Christ," declared her parents. This and members of a sect known as "Christians" are now regarding saluting as a "sin." The school's parents are now suing the school for keeping their child from attending. The school children is an insult to the Stars and Stripes. "We join with you in your fight for religious freedom." Any statute requiring that school children salute the Stars and Stripes is an insult to all patriots.

NO JUSTICE IN SANTA ROSA

Mob violence in Santa Rosa has gone on for four months, though the victims of the terror are still party U. S. Webb claims the local authorities are still "working hard" to secure evidence. The only effort to secure "legal justice" for these unfortunate people has come from the A. C. L. U. Two damage suits against Fred Cairns, Secretary of the Healdsburg Chamber of Commerce and alleged ALIEN VIGILANTE LEADER have been filed in the U. S. District Court. The cases are being delayed by the usual legal technicalities raised by the lawyers. At the suggestion of the A.C.L.U. the U. S. District Court is under investigation.

THE RECORD OF 1935

During 1935 the A.C.L.U. secured thousands of dollars in damages to compensate for destruction of property by vigilantes following the general strike; it conducted a successful legislative campaign against oppressive laws; it fought the deportation of Ferrero and Sallitto, long-time U. S. residents, whose OPINIONS alone formed the basis of the action against them; and it raised \$604 for the Sacramento C.S. defendants, whose chief offense was organizing poorly paid cannery and agricultural workers. When 150 workers in Eureka were arrested on riot charges and were unable to secure local attorneys to defend them, the A.C.L.U. promptly provided counsel. It defended the right of academic freedom for teachers and students in numerous cases, protected discriminatory radio practices, campaigned for civil liberties through various types of publicity, etc. The A.C.L.U. is the ONLY organization that defends civil liberties in ALL forms. JOIN THE A.C.L.U.

NORTHERN CALIFORNIA BRANCH
AMERICAN CIVIL LIBERTIES UNION
434 MILLS BUILDING, SAN FRANCISCO
Phone EXbrook 1816
ERNEST BESIG, Director

January, 1936

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