

PROVIDENCE HUMAN RELATIONS COMMISSION
87 Weybosset Street
Providence 3, Rhode Island
421-3708

MONTHLY RECAPITULATION OF ACTIVITIES

January 1-31, 1965

H I G H L I G H T S :

GENERAL:

Staff work was completed on a program prospectus for 1965. Besides outlining the long range goals of the Commission, the program gave detailed consideration to the reduction of discrimination in housing and employment and improved community relations.

The Commission met on January 21st with the new Mayor and his Administrative Assistant and Executive Secretary. An informative exchange of ideas and plans resulted in a commitment of cooperation and coordination between the Providence Human Relations Commission and Progress for Providence, Inc. It was determined that reciprocal benefits to both agencies could be derived by a close relationship; with the Commission continuing to serve the community as a whole, with emphasis on the "human" aspect of its functions.

EDUCATION AND INFORMATION:

Staff, in reaction to an increasing number of inquiries from the South Providence neighborhood, conducted a pilot orientation program on city proposals for youth programs under the Economic Opportunity Act of 1964. 90 youths, male and female, attended along with 45 adults. 67 of the youth registered, thereby providing the Commission with a follow-up mailing list.

Excellent cooperation was received from the neighborhood groups and official agencies in this effort. Guest speakers, representing Progress for Providence, Inc.; City School Department; and the Rhode Island Department of Employment Security, outlined the youth plans of their respective agencies. A fraternal organization provided its facilities for the meeting and donations of food were made by several businesses.

Neighborhood groups were sent copies of printed materials dealing with neighborhood improvement. This offer constituted an initial step in broadening the Commission's contacts with neighborhood groups.

EMPLOYMENT:

To publicize the improvement in equal employment opportunity occurring in Providence, and to encourage and motivate non-whites to take advantage of these opportunities, three local radio stations cooperated by providing their listeners with public service announcements, describing the big change in employment opportunity and announcing the availability of speakers to describe the change.

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COMMUNITY RELATIONS:

Initial favorable discussions were held with the Commissioner of Public Safety with regard to the implementation of that phase of the Community Relations Program, as it pertains to the establishment of Police Community Relations Committees.

S T A T I S T I C S:

NEW COMPLAINTS: 4

- 1 - Alleged discriminatory treatment in a place of public accommodations.
- 1 - Alleged discrimination against the Providence Department of Public Schools.
- 1 - Alleged discrimination by the Providence Housing Authority.
- 1 - Threat of bodily harm, using derogatory name-calling with reference to color.

COMPLAINTS CONTINUED: 1

- 1 - From January 1965, threat of bodily harm with derogatory name-calling.

COMPLAINTS CLOSED: 3

- 1 - Alleged discriminatory treatment in a place of public accommodations (from January 1965). Employee discharged on basis of unsatisfactory work performance.
- 1 - Alleged discrimination against the Providence Department of Public Schools (from January 1965). No evidence to substantiate complaint.
- 1 - Alleged discrimination by the Providence Housing Authority (from January 1965). No evidence of discrimination. Refused housing on the basis of inability to meet eligibility requirements.

REFERRALS: 59 (Out of 13 referrals to the Urban League, five referrals were placed in jobs.)

FIELD CONTACTS: 605 SPEECHES: 1 T-V APPEARANCES: 1 PRESS RELEASES: 2

INFORMATION REQUESTS FILLED: 17 SPECIAL MEETINGS & CONFERENCES: 14

DISTRIBUTION OF INFORMATIONAL & EDUCATIONAL MATERIALS: 1925

- "What Kind of Neighbor Are You?" - 873
- Commission Introductory Brochure - 209
- Job Corps Application Brochures - 31
- Progress for Providence, Inc. flyers - 602
- Job Guide Booklets - 174
- Job Corps Posters - 31
- Neighborhood Leadership Booklets - 4

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MONTHLY RECAPITULATION OF ACTIVITIES

February 1-28, 1965

H I G H L I G H T S :

EMPLOYMENT:

Success occurred in the placement of the first non-white automobile mechanic to work for a major taxi company in this city. (Some 18 minority taxi drivers are now employed, part-time and full-time, by this company). In another field, a Commission referral was hired as a merchandising trainee by a leading drink dispensing company. One factory production worker was successfully placed in a leading banking company's teller-training program, and one female referral to a private hospital was hired as a nurses' aide.

Liaison continued with the Rhode Island Advisory Council on Employment Opportunity and the staff is working with a newly-formed organization called JOT (Job Opportunity and Training), whose primary function will be to disseminate job opportunities to the non-white neighborhood and motivate and encourage them to take advantage of these and of training opportunities.

The staff organized a luncheon conference between civil rights leaders and management representatives of a leading utility company to discuss progress in the hiring of male minority group workers over the past year.

Some civil rights leaders evidenced concern over the small total employment figure for the year. As indicated by the company, nearly 45% of those hired, during the period, were qualified non-whites. It was reiterated that public utilities generally have a low personnel turnover rate among male employees.

COMMUNITY ORGANIZATION:

In accordance with our program objective of assisting in bettering community-police relations, initial meetings were organized between the Commissioner of Public Safety with the East Side Neighborhood Council and the South Providence Neighborhood Council. These were preliminary meetings incident to the establishment of neighborhood police committees to work together in overall improvement of protective services.

The Commission, answering a call for guidance and assistance, helped in the formation of an organization of young men and women (ages 19-25) in the West Elmwood section, who had as their objective a two-fold purpose:

First, to provide an outlet for their own need for an organized social program and second to work for civic improvement with their first project being to sponsor a canteen where the teenagers, of their neighborhood, could engage in healthy activities to keep them occupied and off the streets. The sponsors plan to chaperone the canteen, together with the parents of the youths. The staff is working closely with them in their overall program and will join them on April 1st when they will meet with a local church board to seek facilities for this canteen.

S T A T I S T I C S:

NEW COMPLAINTS: 2

- 1 - Alleged discrimination in employment practices.
- 1 - Housing tension with threats of bodily harm based on racial prejudice.

COMPLAINTS CONTINUED: 1 From February, housing tension with threats of bodily harm based on racial prejudice.

COMPLAINTS CLOSED: 2

- 1 - From January, threat of bodily harm with derogatory name-calling - closed on basis that complainant left company and failed to file a complaint with the Commission.
- 1 - From February, alleged discrimination in employment practices - closed on basis of no evidence of discrimination to substantiate complaint.

REFERRALS: 45 (four of which were job referrals that culminated in employment).

FIELD CONTACTS: 680 SPEECHES: 1

SPECIAL MEETINGS & CONFERENCES: 36

INFORMATION REQUESTS FILLED: 28

PRESS RELEASES: 1

DISTRIBUTION OF INFORMATIONAL-EDUCATIONAL MATERIALS: 1833

- "What Kind of Neighbor Are You?" - 1,596
- Commission Introductory Brochure - 31
- Job Guide Booklets - 12
- Digest of E. O. Act of 1964 - 15
- "Know Your Rights if Arrested" - 100
- Neighborhood Leadership Booklets - 8
- Block Problem Finders - 71

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MONTHLY RECAPITULATION OF ACTIVITIES

March 1-31, 1965

H I G H L I G H T S :

The Commission made several recommendations to the Mayor that would strengthen the programs of existing neighborhood improvement groups. These groups, once strengthened, would become more attractive to disadvantaged residents, broadening group ability to communicate within the neighborhood.

COMMUNITY ORGANIZATION:

A meeting was held between the University of Rhode Island Cooperative Extension Service and staff members to determine the feasibility of conducting a pilot block beautification project in South Providence.

A staff worker and representatives of the Extension Service outlined the program and showed a film strip to eight residents of Dudley Street. The residents immediately took steps in the formation of a block beautification group. It is planned to furnish them with additional guidance and support in forming their organization and accomplishing their goal.

EDUCATION:

Staff personnel obtained the support of South Providence organizations in recruiting resident mothers with pre-school age children to work in the School Department's Pre-School Program under Title I of the Economic Opportunity Act of 1964. Thirty eligible mothers were recruited, from which sixteen (16) will be selected. Those selected will act as paid escorts, teachers' aides, recruiters, and office workers.

The Commission provided program assistance to the South Providence Neighborhood Council's Education Committee by recruiting two tutors for their tutoring program, conducted at the Plymouth Union Baptist Church and the Calvary Street Baptist Church.

INFORMATION:

Staff introduced a European photographer, Miss Maria Meier, from Zurich, Switzerland, to three non-white Providence families. She will prepare a story about these families for release to the European news media.

S T A T I S T I C S :

NEW COMPLAINTS: 2

- 1 - Housing tension problem due to entry of a non-white family into a previously all-white neighborhood.
- 1 - Housing problem - complainant alleges she is being evicted because of her attempts to secure her landlord's cooperation in upgrading her living conditions.

COMPLAINTS CONTINUED: 2

- 1 - From February, housing tension with threats of bodily harm based upon racial prejudice.
- 1 - From March, housing problem - complainant alleges she is being evicted because of her attempts to secure her landlord's cooperation in upgrading her living conditions.

COMPLAINTS CLOSED: 1

- 1 - From March, housing tension problem due to entry of a non-white family into a previously all-white neighborhood. Referred to the Women's Intergroup Committee, whose local residents met with the neighbors to effect a mutual understanding.

REFERRALS: 31 (four of which were job referrals that culminated in employment).

FIELD CONTACTS: 753 SPEECHES: 2 INFORMATION REQUESTS FILLED: 47

SPECIAL MEETINGS & CONFERENCES: 37 NEWS MEDIA: 1 radio tape

DISTRIBUTION OF INFORMATIONAL-EDUCATIONAL MATERIALS: 299

"What Kind of Neighbor Are You?" - 186

Neighborhood Leadership Booklets - 13

Commission Introductory Brochures- 100

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MONTHLY RECAPITULATION OF ACTIVITIES

April 1-30, 1965

H I G H L I G H T S :

EMPLOYMENT:

Staff published an announcement of job openings and Manpower Development Act Training opportunities for distribution in the community. Some 200 copies were distributed to Commission contacts and resulted in some increase in the flow of job applicants to the Urban League office.

Our employment efforts for the month resulted in 6 placements. Two direct Commission referrals were placed in private industry. Of the twenty Commission referrals to the Urban League of Rhode Island, four were placed in jobs.

During the month, staff participated in the planning incident to the Rhode Island Equal Employment Opportunity Advisory Council's conference on "Interviewing the Minority Group Job Applicant". This conference's purpose was to acquaint member company job interviewers with human relations problems encountered when dealing with non-white applicants. Approximately 100 interviewers participated on April 29, 1965 in what they evaluated as a highly purposeful and beneficial conference.

COMMUNITY ORGANIZATION:

The joint efforts of this agency and the University of Rhode Island Cooperative Extension Service in South Providence to form the Dudley Street Block Group progressed with a mass meeting of residents on April 27, 1965. Although resident turn-out at this meeting was disappointing, those who attended were happily impressed with the degree of support coming from city government, as evidenced by the number of city departmental heads that attended the meeting.

EDUCATION & INFORMATION:

Staff prepared a motivational project for Out-of-School Neighborhood Youth Corps workers. Conceptually, it calls for enrollees of the Neighborhood Youth Corps to visit member plants of the Rhode Island Equal Employment Opportunity Advisory Council to learn of the various requirements for entrance into skilled trades and occupations. It also envisions familiarization with military careers and vocational training.

S T A T I S T I C S :

NEW COMPLAINTS: 1

- 1 - Employment and Labor Practices - complainant alleges that he was not promoted to position for which he was eligible and in line due to prejudice based on color.

COMPLAINTS CONTINUED: 1

- 1 - From February, housing tension with threats of bodily harm based upon racial prejudice.

COMPLAINTS CLOSED: 2

- 1 - From April, employment and labor practices - complainant alleges that he was not promoted to position for which he was eligible and in line, due to prejudice based on color - referred to the R. I. Commission Against Discrimination because respondent company was outside of the City of Providence.
- 1 - From March, housing problem - complainant alleged that she was being evicted because of her attempts to secure her landlord's cooperation in upgrading her living conditions. Case resolved to satisfaction of both parties.

REFERRALS: 66 (six of which were job referrals that resulted in employment).

FIELD CONTACTS: 720 SPEECHES: 2 SPECIAL MEETINGS AND CONFERENCES: 35

INFORMATION REQUESTS FILLED: 34 NEWS MEDIA: 4 radio tapes cut

DISTRIBUTION OF INFORMATIONAL-EDUCATIONAL MATERIALS: 460

- Commission Introductory Brochures - 100
- "What Kind of Neighbor Are You?" - 300
- Job Guide Booklet - 60

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PROVIDENCE HUMAN RELATIONS COMMISSION
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MONTHLY RECAPITULATION OF ACTIVITIES

May 1-31, 1965

H I G H L I G H T S :

EDUCATION AND INFORMATION:

The staff published and distributed some 48 copies of an announcement of an Intergroup Brotherhood Youth Institute to be held at Camp Tel Noar in East Hampstead, New Hampshire from August 29th through September 3, 1965. This camp is open to high school juniors and seniors and is being sponsored by the National Conference of Christians and Jews. The quota is set at 30 youths and there are full and partial scholarships available.

EMPLOYMENT:

Staff efforts for the month resulted in 14 placements. Three applicants were placed in a home for the aged, three were accepted for the state nurses' aide training program, four out of five referrals were accepted into the Neighborhood Youth Corps program and of six referrals to the Urban League of R. I., two individuals were successful in obtaining employment. The staff was also instrumental in locating and selecting a recent high school graduate with an interest in architectural drawing for placement in a leading engineering company. This applicant came highly recommended by the city school guidance department and passed the interview stage with equally high results. This young man will start as an office boy and eventually be assigned to a drafting board, where he can apply the basic education he received in his high school mechanical drawing courses.

And, one college graduate of a southern Negro college was directed toward a management training opportunity with one of the oldest lending institutions in the city. He decided to leave his position as a male nurse for the training opportunity and is presently receiving computer training.

Plans for in-plant tours and orientations for Out-of-School Neighborhood Youth Corps enrollees were completed. Ten R. I. Equal Employment Opportunity Council member companies agreed to cooperate in this motivational effort. First tour will be a visit to the New England Telephone & Telegraph Company on June 15, 1965, followed by a visit to Brown & Sharpe Manufacturing Company on June 16, 1965.

COMMUNITY ORGANIZATION:

Numerous meetings with the Dudley Street Block Association culminated in two successful achievements. On June 10, 1965, the Association conducted an excellent block clean-up campaign. Some 22 truck loads of debris and trash were removed by city vehicles from this one block area between Prairie Avenue and Gay Street. Backyards were cleaned out and sidewalks swept up. This successful beginning encouraged the group to double their efforts in planning for a block beautification project to occur in June. Arrangements were made for flower boxes to be constructed for the planting of perennial plants to be displayed by this core group of neighbors.

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COMMUNITY ORGANIZATION:(continued)

Another high point in the field of community organization was the gala open house of the teenagers canteen on 105 Benedict Street on May 5, 1965. This canteen for youths in the West Elmwood area is being sponsored by the West Elmwood Progressive League (PLOWE). The Commission is serving as advisor to this group of some 25 young men and women who have successfully launched this their first project for civic improvement for their neighborhood. Television coverage of the event was most favorable and parents and other adults turned out in numbers to help celebrate the event.

S T A T I S T I C S :

NEW COMPLAINTS: 1

- 1 - Alleged discriminatory sales practices by a local millinery shop.

COMPLAINTS CONTINUED: 0

COMPLAINTS CLOSED: 2

- 1 - From February, housing tension with threats of bodily harm based upon racial prejudice. Left to final disposition of the police department.
- 1 - From May, alleged discriminatory sales practices, complainant advised to seek legal counsel.

REFERRALS: 35 (10 of which were job referrals that resulted in employment, plus 2 referrals that were accepted into the Neighborhood Youth Corps.)

FIELD CONTACTS: 715 SPEECHES: 3 SPECIAL MEETINGS & CONFERENCES: 32

INFORMATION REQUESTS FILLED: 38 NEWS MEDIA: 2 radio tapes cut

DISTRIBUTION OF INFORMATIONAL-EDUCATIONAL MATERIALS: 420

Neighborhood Leadership Booklets	20
Commission Introductory Brochures	230
"What Kind of Neighbor Are You?"	130
Job Guide Booklets	40
	<u>420</u>

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MONTHLY RECAPITULATION OF ACTIVITIES

June 1-30, 1965

H I G H L I G H T S :

COMMUNITY ORGANIZATION:

June 5th saw the culmination of many weeks of working and planning when the Dudley Street Block Association reached phase two of its block beautification project with the planting of perennials in the flower boxes constructed prior to this event. Enthusiasm was high and pictures taken by the staff before and after the planting show the improvement in the appearance of the block with the addition of these colorful boxes. The group has many other plans for neighborhood improvement, both of a physical and human nature.

Two staff advisors to the Progressive League of West Elmwood were guests with members of the League on WPRO-TV's morning program "Dial for Dollars". This program was arranged by one of the members to publicize the activities of the group and thereby encourage other young people to join with them.

EMPLOYMENT:

Staff efforts for the month resulted in the following placements in jobs and training programs: One woman was placed as a nurses aide at a home for the aged, one young man was placed as a lifeguard for the Recreation Department, three youths were accepted into the Neighborhood Youth Corps and one young woman was placed in the Nurses Aide Training Program.

EDUCATION AND INFORMATION:

Distribution last month of applications for scholarships for the Intergroup Brotherhood Youth Institute being held from August 29th through September 3rd at Camp Tel Noar, East Hampstead, New Hampshire resulted in 13 applicants being accepted as part of a quota of 30 youths. This camp is sponsored by the National Conference of Christians and Jews.

HOUSING:

The focal point of Commission activities for the month centered about its investigation of the Coddling Court Housing Project matter. Preliminary investigation by the staff followed immediately after a newspaper article appeared on June 18th as a result of a letter to the Director of the Providence Housing Authority from the President of the West Elmwood Neighborhood Council, in which many grievances were cited. On June 21st the Commission received a request from Mayor Joseph A. Doorley, Jr. to conduct a thorough investigation and immediate action was taken to officially comply with this request. A series of public hearings was initiated, the first being on June 25th with the residents of the project and the second on June 29th with respondent organizations. The investigation is being continued in order to secure all pertinent information and give all interested parties an equal chance to present evidence.

C O N T I N U E D

PUBLIC RELATIONS:

A staff member, upon the request of the United Negro College Fund last month, joined in two ½-hour panel discussions, taped by WJAR radio, pointing out the necessity of supporting these 33 accredited Negro colleges. The tapes were arranged in cooperation with the World Affairs Council of Rhode Island. They were played on two consecutive Sunday evenings, June 13th and June 20th. The Commission representative was given an opportunity to discuss the functions of the Commission and how, in its endeavors to open employment opportunities to non-whites, it becomes increasingly aware of the necessity of quality education, such as is being made available at a low-cost to many young people by these colleges. We were happy to cooperate with this fine organization.

STABILIZATION EFFORTS:

The staff initiated a program of incident reporting, sending letters to city department directors requesting that they report any "racial incidents" that could provoke tension situations this summer. It is hoped that compliance with this request will enable the Commission to handle human tensions quickly before they develop into serious problems. This is a follow-up to last year's tension prevention program which was most successful in preventing possible racial tension situations in our city.

S T A T I S T I C S :

NEW COMPLAINTS: 3

- 1 - Law Enforcement - alleged denial by Providence Police Department of right to file a complaint of assault.
- 1 - Racial Tension in Employment - derogatory name-calling and provocation by a white co-worker alleged by employee of a government agency.
- 1 - Public Housing - multiple grievances by residents of a Providence public housing project. Investigation by request of the Mayor. Series of public hearings initiated.

COMPLAINTS CLOSED: 1

- 1 - From June - Racial Tension in Employment - referred to President's Committee on Equal Opportunity In Employment, Quonset Naval Air Station.

COMPLAINTS CONTINUED: 2

- 1 - From June - Law Enforcement.
- 1 - From June - Public Housing.

REFERRALS: 70 FIELD CONTACTS: 811 SPEECHES: 2 NEWS MEDIA: 2 T-V appearances

INFORMATION REQUESTS FILLED: 21 MEETINGS & CONFERENCES: 36 PRESS RELEASES: 2

DISTRIBUTION OF INFORMATIONAL MATERIALS: 1,378

Job Guides: 73 Commission brochures: 550 Annual Reports: 5

"What Kind of Neighbor Are You?": 550 Codding Court Hearing Notices: 200

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MONTHLY RECAPITULATION OF ACTIVITIES

July 1-31, 1965

H I G H L I G H T S :

EMPLOYMENT:

Commission recommendations of five youths for inclusion under the Youth Opportunity Program, now in force at the Naval Air Station at Quonset Point, Rhode Island, has resulted thus far in two placements. The Commission screened these applicants, who were referred to the Commission by a staff worker at the University of Rhode Island Cooperative Extension Service, and, finding them qualified, according to the requirements of the program, recommended them to the Industrial Relations Department at the Naval Air Station.

HOUSING:

Commission activities focused almost entirely around its investigation of the Coddling Court housing project matter. The last of a series of three hearings was held on July 7, 1965, at which time all the managers of the housing projects, under the Providence Housing Authority, were given a chance to testify. This included Mrs. Madeline Britte, Manager's Aide at the Coddling Court project, who was given an opportunity to answer the charges laid against her.

On July 22, 1965, the Commission completed its investigation and submitted its report including a summary of all testimony given at the hearings, evidence collected by staff investigation and that submitted at the hearings, together with its findings and an eight-point set of recommendations. Among its recommendations was a suggestion that the Rhode Island Commission Against Discrimination and the Authority review the agreement reached between the two bodies to determine the nature and degree of compliance and the adequacy of said agreement at the present time.

Another, and most important recommendation, was that the Providence Housing Authority comply with its own job specification, which, recognizing the special problems relating to Coddling Court, calls for a highly trained manager with a substantial background in human relations to serve at Coddling Court, instead of a manager's aide who is presently the only employee at a managerial level at Coddling Court.

The Rhode Island Commission Against Discrimination has already responded affirmatively to the Commission's recommendation and has expressed its desire to cooperate in any way possible with the Housing Authority in compliance with the aforesaid recommendation.

Newspaper and public reaction to the above report has been most receptive.

STAFF REPORT:

The Commission regretfully accepted two staff resignations this month.

James R. Warrick, Jr., Executive Director, resigned on July 16th to accept a position with the National Urban League office in New York City and Lionel J. Jenkins, Field Worker, resigned on July 30th to go to the Urban League of Rhode Island. Though only two years in existence next month, the Commission has made great strides into the community and created hope where none existed. It has developed a greater community awareness of the problems that exist and must be met in the field of human relations. Much of its success is directly attributable to the efforts of both these men. The outstanding leadership of the former director, as well as the sensitivity, dedication and personal involvement, which they both displayed, has laid the foundation for a new medium of communication and understanding between government and the people, and will be long remembered as the Commission forges ahead and new inroads are made toward equality of opportunity for all the citizens of our city.

Elizabeth J. Shea, Administrative
Assistant

S T A T I S T I C S :

NEW COMPLAINTS: 3

- 2 - Racial Tension in Public Housing - alleged discrimination by an employee of the Providence Housing Authority.
- 1 - Public Accommodations - alleged discrimination by an employee of a public restaurant who refused to offer service to complainant.

COMPLAINTS CLOSED: 1

- 1 - Public Housing from June - report submitted to Mayor Joseph A. Doorley, Jr. on July 22, 1965 together with an 8-point set of recommendations.

COMPLAINTS CONTINUED: 4

- 1 - From June - Law Enforcement - investigation pending.
- 1 - From July - Public Accommodations - investigation pending.
- 2 - From July - Racial Tension in Public Housing - investigation pending.

REFERRALS: 18 FIELD CONTACTS: 460 MEETINGS & CONFERENCES: 22

INFORMATION REQUESTS FILLED: 18 PRESS RELEASES : 2

DISTRIBUTION OF MATERIALS: 30

30 copies of Providence Human Relations Report regarding the investigation of the Coddling Court matter.

PROVIDENCE HUMAN RELATIONS COMMISSION
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MONTHLY RECAPITULATION OF ACTIVITIES

August 1, 1965 - September 30, 1965

H I G H L I G H T S :

EMPLOYMENT:

It was reported in our July Recapitulation of Activities that two of the five youths recommended by the Commission for inclusion under the Youth Opportunity Program at the Quonset Naval Air Station had been accepted. The final count showed that all five youths were placed in the program.

PUBLIC ACCOMMODATIONS:

The Commission conducted an informal hearing regarding a recent complaint lodged with the Commission alleging discriminatory treatment by employees of a local restaurant. The complainant, a non-white, alleged that she was refused service and was told that the restaurant was closing early and that she believed that racial prejudice motivated said act. It was brought out at the hearing that several of the employees formed a mutiny and walked out early that evening. Evidence in the form of employee time cards, punched out two minutes after the alleged act, substantiated the respondent's testimony. The result was a conciliation satisfactory to both parties and a request from the manager of the restaurant for educational materials to help him convey to his employees the company's policy of non-discriminatory service for all customers. A statement of such policy, together with copies of the laws against discrimination were given to him and he volunteered to place the statement in an obvious position in his restaurant for the benefit of his employees and customers alike. This friendly discussion served not only to atone to the complainant for her unpleasant experience but was of educational benefit to the management as well.

EDUCATION:

A staff member of the Commission, upon a request from interested citizens of South Providence, attended a meeting held with the Chairman of the South Providence Advisory Committee to discuss the matter of selection of a director for the Roger Williams Junior High School's Community School. The staff member, as a guest at the meeting, conveyed the Commission's feeling that every effort should be made to effect a workable program and one that met the educational standards of our school department, as well as one that is cognizant of, and representative of, the specific and unique needs of this community.

STAFF REPORT:

The Commission is still accepting applications for the staff openings of Executive Director and Field Worker. It's screening committee is seeking a wide range of applicants, in order that final selection will bring to the Commission professional workers of the same calibre of dedication and ability for which the Commission has become known in the community for the past two years of its existence.

In the interim, the Administrative Assistant, in the present role of Acting Director, is endeavoring to continue to offer the same services to the citizens of

C O N T I N U E D

our city within the limitations of the size of the staff. The staff, though lacking a field worker, is nevertheless trying to "keep on top" of what is going on in the neighborhoods and, through its grass roots contacts, as well as the help of other agencies, has been able to maintain an open line into the community. To this end, meetings with various departments and agencies, having kindred interests and involved in inter-related activities, have been held for the purpose of creating a closer liaison which is felt will lead to a working relationship of reciprocal benefit. Agencies met with have been the Rhode Island Commission Against Discrimination, the University of Rhode Island Cooperative Extension Service, the Urban League of Rhode Island and the Juvenile Delinquency and Youth Development Division of Progress for Providence. This dialogue has produced an exchange of information resulting in a better understanding of the respective functions and purposes of each other's agencies and how each agency can be of help to the other, especially in the matter of referrals, particularly when dealing with problems where the services of more than one agency are needed.

S T A T I S T I C S :

NEW COMPLAINTS: 1

- 1 - Alleged police brutality.

COMPLAINTS CLOSED: 3

- 1 - From June - Law Enforcement (civil suit pending supercedes any further action by the Commission).
- 1 - From July - Public Accommodations (informal hearing resulted in conciliation).
- 1 - From August - Alleged Police Brutality (referred to Providence Police Department - also lack of sufficient evidence).

COMPLAINTS CONTINUED: 2

- 2 - From July - Racial Tension in Public Housing-investigation pending.

REFERRALS: 22 FIELD CONTACTS: 451 SPECIAL MEETINGS & CONFERENCES: 23

DISTRIBUTION OF MATERIALS: 60 INFORMATION REQUESTS FILLED: 36
Annual Reports 46
Leadership booklets 4
Job Guides 4
Introductory brochure 3
"What Kind of Neighbor Are You?" 3

CONSULTATIVE SERVICES RENDERED: 8

Employment: 2 (guidance in techniques of job-seeking and referrals to other agencies) Housing: 3 (Problems covered 1 pending eviction resulting from domestic problems and from late payment of rent. 1 problem dealt with multiple violations of Minimum Housing Codes and another with racial tension in a multiple dwelling.)
All 3 cases were resolved.
Education: 1 (counsel regarding problem of citizens of South Providence regarding their community school program.)
Youth Group: 1 (Assistance reviving organization)
Racial Tension: 1 - resolved.

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MONTHLY RECAPITULATION OF ACTIVITIES

October 1, 1965 - November 30, 1965

H I G H L I G H T S:

HOUSING:

An informal hearing held in the Commission's office to discuss the tentative eviction of a family from a public housing project brought to light many reasons for a breakdown of communication between the Authority and the resident involved. Representatives of the Authority and interested persons and agencies, involved in the problem, sat for a two-hour session and discussed the human side of the problem. It was agreed at the end of the session that, although there were legal rights for proceeding with this eviction, human rights were of greater significance and the cooperation of those present in a concerted effort to rectify the problems resulted in a conciliation satisfactory to all interested parties.

Another informal hearing was held to discuss the problem of complaints received by the Commission alleging discriminatory treatment of youths and unfit conduct by a public housing employee. Present were representatives of the Commission staff, representatives of the Providence Housing Authority and representatives of the Juvenile Delinquency and Youth Development Division of Progress for Providence, whose resource unit had worked with the youths. A two-hour discussion concluded with offers by the Commission and the resource unit to help the Authority whenever possible; submission of a set of grievances and recommendations by the Commission for the voluntary consideration of the Authority; and the Authority's commitment to investigate the complaints and advise the Commission accordingly regarding their determination in the matter.

COMMUNITY ORGANIZATION AND RELATIONS:

On October 4, 1965, a staff member of the Commission served as a member of the nominating committee for the reorganization of the United Registration Organization.

The Commission participated, in cooperation with the University of Rhode Island Cooperative Extension Service in a mass expansion rally of the Dudley Street Block Association held on October 21, 1965 at which time, through the efforts of the Commission, a representative of the City Plan Department unveiled the plans drawn up by this department for a tot park to be constructed by the members of the Block Association. Enthusiasm was high, though attendance was sparse, and individual drafts of the plan were distributed to those present. Slides of the past accomplishments of the Association, including the clean-up project and the beautification project, were lent by the Commission for this occasion. The Commission will continue to work with this group as they move closer to their objectives.

Other activities in the field of community relations were the participation of a staff member on the Voice of the People Forum conducted by the University of Rhode Island Extension Service on October 26, 1965 for a discussion of civil rights;

(continued)

participation in a workshop on November 12, 1965 to discuss the Neighborhood Youth Corps; and representation by members of the staff and the Commission, who occupied their own table, at the annual luncheon of the Urban League on the occasion of Equal Opportunity Day on November 18, 1965.

EMPLOYMENT:

A staff member was invited to participate in a three-hour editorial conference held on November 19, 1965 at the Providence Journal Company's Editorial Room to discuss the goals and accomplishments of the Rhode Island Council for Equal Employment Opportunity. The Commission, which was instrumental in the formation of this Council, is vitally interested in its success and was happy to give testimony to its efforts at the close of its first year of operation. The Commission will actively engage in the Council's forthcoming programs for 1966.

S T A T I S T I C S:

NEW COMPLAINTS: 6

- 1 - tension in public housing.
- 1 - denial of admission to public housing.
- 1 - alleged discrimination in housing.
- 1 - eviction from public housing alleged to be grounded on insufficient causes.
- 2 - racial tension due to juvenile delinquency.

COMPLAINTS CLOSED: 8

- 2 - from July 1965 - Racial Tension in Public Housing - referred to Providence Housing Authority, by means of an informal hearing, for their investigation and determination of evidence.
- 1 - tension in public housing - conciliated.
- 1 - denial of admission to public housing - applicant did not meet the eligibility requirements.
- 1 - alleged discrimination in housing - referred to the Rhode Island Commission Against Discrimination for investigation and action.
- 1 - eviction from public housing - informal hearing resulted in conciliation and cancellation of eviction proceedings.
- 1 - racial tension due to juvenile delinquency - referred to the Juvenile Delinquency and Youth Development Division of Progress for Providence.
- 1 - racial tension due to juvenile delinquency - referred to the East Side Resource Unit.

COMPLAINTS CONTINUED: 0

CONSULTATIVE SERVICES: 2

As part of its regular performance of duties, the Commission offers consultative services and referral services whenever needed. However, because some problems are of general interest we list them here:

Education:

- 1 - Consultation regarding divisiveness in the structure of the
- (continued)

PROVIDENCE HUMAN RELATIONS COMMISSION
87 Weybosset Street
Providence 3, Rhode Island
421-3708

BI-MONTHLY RECAPITULATION OF ACTIVITIES

December 1, 1965 - January 31, 1966

H I G H L I G H T S :

EMPLOYMENT:

Employment activities centered about the Commission's role as a member ex-officio of the Rhode Island Council for Equal Employment Opportunity. This year the annual CAREERS DAY of the Urban League of Rhode Island is being sponsored in conjunction with the Council and conversely the Council's annual WORKSHOP SEMINAR is being sponsored in conjunction with the League. So, both affairs are being co-sponsored. The Education and Training Committee of the Council, together with the Employment Committee of the League, has appointed a special committee to work on both events. The Acting Director of the Commission is on this joint committee and is primarily working on the "Careers Day" program, which will be held on March 26th at the University of Rhode Island Extension Building. The "Workshop Seminar" similar to last year's first such successful event, but with new thrusts, will be held at Brown University on April 7th.

One non-white referral to the Urban League of Rhode Island has been hired as a machinist at a local industrial plant.

HOUSING:

The Commission was gratified recently to have a member of a local real estate company call to list two homes for sale to non-whites in neighborhoods not usually open to minority citizens. Both listings were desirable pieces of property and the agency showed a sincere interest in cooperating with the Commission's policy of providing equal opportunities in housing. The representative indicated that this was a positive step the agency was trying to take to put their beliefs into action. The Commission placed the listings in the hands of groups that are engaged in home-finding for non-whites.

The Acting Director of the Commission participated in a two-day conference held in December to explore and develop ideas and techniques for the formation of a program aimed at integrated housing to be submitted to the Office of Economic Opportunity for approval. This meeting was held as the result of our city being selected with three others (Atlanta, Georgia; Denver, Colorado; and Rochester, New York) for pilot housing projects by the National Committee Against Discrimination in Housing. These proposed projects will be similar in design to New York City's "Operation Open City" program. The purpose is to not only integrate housing but to integrate the thinking of the community. It's main purpose is to break up ghettos, but its objectives are very broad in scope encompassing educational programs for both the white and non-white communities. It is hoped that its implementation will bring out new dimensions to the search for practical and effective ways to wipe out the racial divisions and inequities in our city which are generated so largely by housing segregation.

COMMUNITY RELATIONS ACTIVITIES:

(Community Relations, cont.)

On January 26th the Commission opened its offices to members of the non-white community for a meeting with a representative of the United States Department of Commerce, Community Relations Service, who is conducting an opinion survey on race relations in our city. It was hoped that by bringing people from the neighborhoods, affected by any proposed or existing programs to improve living conditions in these areas, an interchange of frank and sometimes unheard opinions would be helpful to the representative in the preparation of his report and recommendations. This was a real "voice of the people" meeting and the thoughts expressed were not recorded except in the mind of the interviewer. The Commission feels that such meetings are necessary to the success of any program of community action and to secure the full participation of the people for whom such programs are designed.

The Commission deviated from its usual programs somewhat in the following activities:

A request for help came to the Commission from a youth director with the Job Corps in Wellsfleet, Massachusetts, who was organizing a dinner-dance which was held on January 29th at the Pawtucket Y.W.C.A. The Commission, through its many contacts, was able to secure some 45 young ladies between the ages of 17 and 21 from our minority citizenry to attend this dance. Chaperones were also obtained and the evening proved to be a very enjoyable experience for, not only the young people, but for everyone who attended.

Another unusual activity was the response to the N.A.A.C.P.'s need for someone with professional training and experience to instruct a group of young women, belonging to the organization, in the techniques of modeling. The group is sponsoring a fashion show and dance to be held at the Sheraton-Biltmore Hotel on Friday, February 18, 1966 at 8:00 p.m. for the purpose of raising funds to secure a permanent meeting place for the association. The Acting Director, who happened to be a "retired model" and who has taught modeling professionally, offered her services for evening instructions to help make this a most successful endeavor. Anyone wishing to attend may contact the N.A.A.C.P., or the Commission office for tickets. The donation is \$5.00.

PUBLICITY:

The World Affairs Council of Rhode Island has been most cooperative in offering its facilities for a series of programs sponsored by the Commission in an effort to educate the populace as to the purposes and functions of the Commission. An interview with the interim director aired on January 9th brought reactions that indicated many persons did not previously know of the services offered by their city government through the Commission's offices.

Another two-part program entitled "A Community of Excellence" was taped by several members of the female segment of our city, at the request of the Commission, who expressed their candid views regarding its component parts. These tapes were broadcast on January 16th and February 6th. Panelists were Elizabeth Shea, of the Commission; Elizabeth Mudge, Director of Personnel, R.I. Hospital; Catherine Robinson of the Staff of the URI Cooperative Extension Service; and Justine Eggleston, Owner of the Tete-a-Tete. Moderator was Mrs. Marjorie Vinal, Executive Director of the World Affairs Council. Two more programs are scheduled; the first being a two-part discussion of the "Economics of Equality" with representatives of the Commission, business and industry and the Job Development Director of the Urban League. Another program "Youth Looks to the Future" will consist of a group of teenagers who will discuss the educational picture and the necessity of preparing for the fu-

ture by staying in school and seeking higher education. We hope these discussions will awaken a greater awareness of the existing problems of non-whites and the new opportunities opening up to them.

EDUCATION:

An informal hearing was held on January 27th in the Commission conference room to hear the complaints of a mother of a 12-year old elementary school student who alleged that her son was struck by a public school teacher. Present were the mother and her son, representatives of the school department, and interested organizations, as well as members of the Commission. The hearing lasted for two hours and resulted in a conciliation agreeable to all concerned parties and the dropping of charges by the complainant. This informal exchange of information and opinions revealed extenuating circumstances and offered an opportunity for the many agencies involved in the problems of the student to communicate and coordinate their efforts. Both the mother and the teacher involved were able to discuss the matter and left with a feeling of satisfaction, as well as a clearer understanding of the Commission's role of a mediator and arbitrator.

S T A T I S T I C S :

NEW COMPLAINTS: 4

- 1 - from December 1965, alleged police brutality.
- 1 - from January 1966, alleged sanitation problem in a neighborhood market.
- 1 - from January 1966, against the Department of Education alleging assault of a student by a teacher.
- 1 - from January, 1966, alleged dismissal from MDTA Practical Nurses Training Program without due cause.

COMPLAINTS CLOSED: 3

- 1 - from January against the Department of Education - informal hearing resulted in conciliation and complainant's dropping of charges.
- 1 - from January against the MDTA Practical Nurses Training Program - investigation revealed complainant was given just and fair treatment. A conference held with the Regional Director resulted in an offer that the applicant apply for readmission in September after six months of experience as a Nurses' Aide and her application will be given every consideration.
- 1 - from January, alleged sanitation problem, referred to the Department of Public Health.

COMPLAINTS CONTINUED: 1

- 1 - from December, alleged police brutality - investigation pending.

REFERRALS: 8 FIELD CONTACTS: 497 INFORMATION REQUESTS FILLED: 37

SPECIAL MEETINGS & CONFERENCES: 35 RADIO TAPES MADE: 3

DISTRIBUTION OF EDUCATION & INFORMATION MATERIALS: 29

(Distribution of Education, cont.)

- 2 Commission introductory brochures.
- 20 Leadership Program booklets.
- 2 Annual Reports (1963-64).
- 1 Copy of the R.I.C.A.D.'s "Laws Against Discrimination" booklet.
- 2 Copies of the Commission's ordinance.
- 1 Copy of the Commission's Job Guide booklet.
- 1 Copy of the Commission's "What Kind of a Neighbor Are You?" brochure.

(Gave 20 copies of the Commission's booklet entitled, "A Program for Leaders Organizing Neighborhood Groups" to the Home and Block Improvement Division of Progress for Providence plus the stencils for mass reproduction of this booklet for use in the program.)