

# **COOPERATIVE APPROACHES TO CIVIL RIGHTS A STATEWIDE CONFERENCE**

February 1980

—A report of the Virginia Advisory Committee to the United States Commission on Civil Rights prepared for the information and consideration of the Commission. This report will be considered by the Commission and the Commission will make public its reaction. In the meantime, the recommendations in this report should not be attributed to the Commission, but only to the Virginia Advisory Committee.

COOPERATIVE APPROACHES TO CIVIL RIGHTS  
A STATEWIDE CONFERENCE

--A report prepared by the Virginia Advisory  
Committee to the U.S. Commission on Civil Rights

**ATTRIBUTION:**

The findings and recommendations contained in this report are those of the Virginia Advisory Committee to the United States Commission on Civil Rights and, as such, are not attributable to the Commission. This report has been prepared by the State Advisory Committee for submission to the Commission, and will be considered by the Commission in formulating its recommendations to the President and the Congress.

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LETTER OF TRANSMITTAL

VIRGINIA ADVISORY COMMITTEE  
TO THE U. S. COMMISSION ON CIVIL RIGHTS

February 22, 1980

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Sirs and Madam:

On March 9 and 10, 1979, the Virginia Advisory Committee held a statewide Conference on Cooperative Approaches to Civil Rights at the John Marshall Hotel in Richmond, Virginia.

The conference was attended by more than 200 people representing a wide array of civil and human rights groups in Virginia. It was the first time in the Commonwealth's history that so many groups had met to identify civil rights issues that they could work on together and to consider a statewide communications network. As a result of the conference, regional task forces have formed to plan further activities.

Attached is the conference report, outlining problems and proposed solutions offered in workshops on education, administration of justice, employment, housing, health and welfare, economic/fiscal, voting and political participation, women's issues, energy and public utilities, and emerging civil rights issues.

It is hoped that dissemination of this conference report will aid Virginians who wish to become more informed regarding their State's civil rights problems and possible solutions.

Respectfully submitted,

RUTH HARVEY CHARITY, Chairperson  
Virginia Advisory Committee

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## THE STATE ADVISORY COMMITTEES

An Advisory Committee to the United States Commission on Civil Rights has been established in each of the 50 States and the District of Columbia pursuant to section 105(c) of the Civil Rights Act of 1957 as amended. The Advisory Committees are made up of responsible persons who serve without compensation. Their functions under their mandate from the Commission are to: advise the Commission of all relevant information concerning their respective States on matters within the jurisdiction of the Commission; advise the Commission on matters of mutual concern in the preparation of reports of the Commission to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public and private organizations, and public officials upon matters pertinent to inquiries conducted by the State Advisory Committee; initiate and forward advice and recommendations to the Commission upon matters in which the Commission shall request the assistance of the State Advisory Committee; and attend, as observers, any open hearing or conference which the Commission may hold within the State.

#### ACKNOWLEDGEMENT

The Virginia Advisory Committee wishes to thank the staff of the Mid-Atlantic Regional Office in Washington, D.C., for their assistance in holding the Virginia Statewide Conference on Cooperative Approaches to Civil Rights held in Richmond on March 9 and 10, 1979, which was held under the direct supervision of Everett Waldo, Deputy Director, and the overall supervision of former Regional Director, Jacob Schlitt. The conference and report were the principal assignments of Wanda Hoffman, who was assisted in the preparation of the report by Suzanne Crowell, Chris Scarnecchia, Joy Banks, and Barbara Stafford under the direct supervision of Everett Waldo and the overall supervision of Edward Rutledge, Regional Director.

UNITED STATES COMMISSION ON CIVIL RIGHTS

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Dear Friend:

In March 1979, the Virginia Advisory Committee to the U.S. Commission on Civil Rights sponsored the Statewide Conference on Cooperative Approaches to Civil Rights in Richmond. The conference enabled civil rights and human rights groups throughout the State to identify civil rights problems, resources, and possible approaches for working cooperatively together on these issues. The enclosed summary of the conference serves as a reminder of the goals and objectives of the conference, and it provides a basis for beginning to assess whether or not they are being achieved.

It is now apparent that the conference gave impetus to encouraging grassroots activity and organizing around civil rights issues. Reports of civil rights problems, and requests for technical assistance have come to Advisory Committee members. Several citizen task force groups have formed and are planning further activities. Other task force groups are yet to be convened. The Directory of civil rights and human rights groups distributed at the conference will be updated and redistributed in 1980.

We hope the enclosed summary will help you and others to move toward solutions of civil and human rights problems in Virginia.

Sincerely,

*Ruth Harvey Charity*

Ruth Harvey Charity, Chairperson  
Virginia Advisory Committee to  
the U.S. Commission on Civil Rights

*Calvin M. Miller*

Calvin M. Miller, Conference Chair  
Virginia Advisory Committee to  
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## I. PREPARATION FOR THE CONFERENCE

### Meeting of the Virginia Advisory Committee

In the Spring of 1978, the Virginia Advisory Committee to the U.S. Commission on Civil Rights identified civil rights organizations in Virginia and invited representatives to its regularly-scheduled meeting on September 27. Nineteen civil rights groups were represented at the meeting. They discussed a wide variety of problems that pointed to the need for all civil rights groups in the state to meet and to plan how they could work cooperatively on civil rights issues and concerns. Among the problems they identified were the following:

- (1) The civil rights movement has become fragmented. Civil rights groups and women's groups are working independently, each struggling to get a larger share of the limited resources rather than working cooperatively on common discrimination they face in education, employment, housing, the administration of justice and other areas.
- (2) There are no leaders of a state-wide civil rights movement in Virginia. While there are leaders of separate civil rights groups, there is no central leadership able to coordinate the efforts of various groups within the civil rights movement.
- (3) Divergent understandings of affirmative action have tended to divide some groups from others that have traditionally worked together on civil rights in Virginia.

- (4) "Grass roots" women and many minority women do not identify with the women's groups urging ratification of the Equal Rights Amendment. They perceive pro-ERA groups as dominated by white, middle-class women, with whom they have little in common. Sex discrimination is not associated as an integral issue of the civil rights movement.
- (5) Civil rights groups have not met together to identify the range of common issues on which they could work cooperatively.
- (6) A strong sense of personal mission sometimes prevents group leaders from working with other leaders. Civil rights groups can be subject to petty jealousies and power struggles.
- (7) The shape and size of Virginia makes it difficult for people to attend meetings which, in turn, hampers joint planning and general communication among groups and learning about each other's programs and concerns.
- (8) Groups are sometimes prevented from working effectively together by attitudinal differences about the best tactics to use in dealing with problems.
- (9) For the foreign born, such as the Vietnamese in northern Virginia, there is a language problem in communicating with other minorities. They also tend to work hours of the day or night which preclude their attending many meetings.
- (10) Civil rights groups are sometimes viewed as anti-white male organizations and they do not get much financial or other kinds of

support from traditionally white male organizations that could help fund some of the programs.

(11) Child care problems prevent many people from taking an active part in civil rights groups and volunteering their efforts. This contributes to both staffing and funding problems for civil rights groups and to communication problems between groups.

#### Decision to hold a statewide conference

At the conclusion of the September 27 meeting, members and participants proposed that a statewide conference be sponsored by the Advisory Committee for the purpose of providing an opportunity for civil rights groups to meet face-to-face, in order to further identify problems that are preventing a unity of effort to deal with civil rights issues, to develop plans for solving those problems, and to plan ways of coordinating their efforts on key civil rights issues.

#### Statewide conference plan

Prior to the conference, the Virginia Advisory Committee tried to identify every civil rights and human rights group within Virginia. Each group was sent a letter of invitation stating the purpose of the conference, the proposed agenda, and pre-registration forms. As part of the pre-registration, they were asked to identify concerns they felt should be discussed at the conference.

In an effort to reach all civil rights groups, the invitees were asked to notify other civil rights groups and leaders in their

area that the conference was being held and to send in their own pre-registration form. As a result, the Virginia Advisory Committee was able to identify more than 50 different civil rights groups. A Directory of Civil Rights and Human Rights Organizations in Virginia was prepared for distribution at the conference; it contains names and addresses, officers, phone numbers, and the major concerns of each group.

Based upon the information furnished by the pre-registrants, as well as that which the Advisory Committee gathered at its September 27, 1978, meeting with civil rights leaders in the state, the final agenda was designed to cover those issues and concerns that had been mentioned. Persons who could serve as resources for information and as facilitators of group discussion were asked to assist members of the Advisory Committee in achieving the objectives of each conference activity.

Conference activities were planned to give participants an opportunity to discuss not only problems that cut across all geographical areas of the state but also problems that were more closely identified with particular localities. Participants were asked to concentrate on possible strategies for cooperative arrangements and effective use of their resources in relation to the problems they identified. They were also asked to elect persons from among themselves to be responsible for convening local civil rights meetings as soon as possible after the conference. The purpose of these meetings was to afford further opportunity for the participants to meet and decide how to strengthen communication between civil rights and human rights groups within their geographical area of the state and to act cooperatively to protect the rights of minorities and women under the law.

## II. STATEWIDE CONFERENCE ON COOPERATIVE APPROACHES TO CIVIL RIGHTS

### An historical event

More than 200 persons, representing a wide array of civil rights and human rights groups in Virginia, attended the Statewide Conference on Cooperative Approaches to Civil Rights at the John Marshall Hotel in Richmond on March 9 and 10, 1979. This was the first time in the Commonwealth's history that civil and human rights groups from across the state had met to identify a range of issues on which they could cooperatively work and to consider a statewide communications network to facilitate the group's efforts to protect the rights of minorities and women under the law.

The variety of interests and concerns represented at the conference attested to the rich legacy that has developed from the civil rights movement and the passage of civil rights legislation. The participants' civil rights interests and expertise included the areas of housing, education, employment, transportation, energy, public utilities, voting and political participation, health, administration of justice, economic and fiscal matters, welfare, and other issues such as migrant and farm labor problems and rights of sexual minorities.

Among the participants were affirmative action and equal opportunity specialists, private attorneys, elected representatives and their staff, school board members, city planners, members of financial institutions, paralegal workers, community organizers and volunteers, teachers, officers of local parent-teacher associations, youth advisors, health and welfare employees, business men and women, reporters, clergy, lobbyists and

advocates for civil and human rights groups and government employees at various levels of city, state and Federal government in Virginia and Washington, D.C.

#### A new beginning

Attorney Ruth Harvey Charity, Chairperson, Virginia Advisory Committee to the U.S. Commission on Civil Rights, called the Statewide Conference on Cooperative Approaches to Civil Rights the "beginning of a new day for civil rights activists in Virginia. For the first time in Virginia, concerned civil rights groups are meeting together to pool their resources and to find ways to act cooperatively, responsibly, and more effectively to end discrimination based on race, color, creed, religion, handicapped status, and age."

Ms. Charity expressed the hope that the participants would use this opportunity to plan, to set priorities, and to seek solutions to civil rights problems existing throughout the state. "This conference," she said, "with its exchange of information and exploration of possible forms of cooperation, offers the potential for establishing a network through which all Virginia's civil rights groups will know what the problems are, and also to begin to cooperate in forming solutions."

#### The front burner

Dr. Calvin P. Miller, Dean of Humanities and Social Sciences at the Virginia State University, and the conference chairperson, observed that "civil rights activities in Virginia have been put on the back burner since the turmoil of the 1960s and 1970s has subsided." Part of the problem, he thinks, has been the tendency for civil rights groups

to form without recognizing the importance of establishing linkages with other groups. "The idea," he emphasized, "is to provide mutual support. If my toes get stepped on, then I can turn to other organizations in the state for help. That has not been possible until now in any organized way."

Dr. Miller also urged participants to work cooperatively on civil rights issues in the state and to support leaders who would work to bring about such cooperation. "Today's leaders in the civil rights movement must understand that all civil rights problems are interdependent, and be able to deal effectively with the multiple needs of minorities and women. We need leaders who are not interested in bringing about a revolution in the streets, but rather, leaders with expertise who want to create a revolution in the implementation of civil rights legislation and a revolution in renewed efforts to work cooperatively to protect the rights of minorities and women during a time when other problems in our nation strongly compete with and challenge those efforts."

#### A statewide network

Dr. Edward H. Peeples, Jr., who was instrumental in forming the Richmond Human Rights Coalition, addressed the conference on Friday evening, March 9. He emphasized the myriad ways in which civil rights problems have become institutionalized and the effectiveness of the decision makers who work to maintain the status quo. "Today's civil rights issues," he said, "present tasks that are too enormous for any single individual or group to solve. The needs are too great to afford the luxury of independent, isolated efforts by civil rights groups."

Civil rights groups now recognize that making progress for minorities and women today seems less simple a task than it did in the 1960s. "Complicated solutions require a great deal of time, expertise, organization, and long-term dedication," Dr. Peeples observed. He urged the participants to put their heads and hearts together for the purpose of consolidating their efforts in devising complicated solutions. He called for the participants to devise ways in which they could form a communications network, make speedy decisions on issues, and speak out in unison so that civil rights groups would be in a better position to oppose and challenge institutionalized discrimination against minorities and women. He said he believed that the greatest resource for putting civil rights issues on the front burner again "is for people in civil rights groups to place hope and faith in each other."

#### Local caucuses

Following these remarks, the conference participants met in groups according to the geographical area of the state in which they lived. They discussed local civil rights problems and some possibilities for cooperation among civil rights and human rights groups with which they had contact or knowledge.

#### Conference theme

On Saturday morning at the second plenary session, the audience was welcomed by Richmond Mayor Henry L. Marsh, III, who called the meeting "the right conference, in the right place, at the right time." The Mayor was followed by the Honorable Robert C. Scott, Jr., member of the House of Delegates, Virginia General Assembly, who summarized the status of civil



rights legislation acted upon in the January-February 1979 session.

The Honorable Arthur S. Flemming, Chairman of the U.S. Commission on Civil Rights, delivered the keynote speech. The Chairman repeatedly stressed the need for greater cooperation and suggested that efforts at the conference be focused on the implementation of civil rights laws.

Chairman Flemming said the civil rights movement is at a crossroad. "Adequate laws are on the books and sufficient judicial decisions have been made to combat discrimination, but implementation of those laws and rulings has lagged far behind. It is here that groups interested in civil rights must put their efforts...if they wish to see some results from the legislation and court decisions." Re-emphasizing the importance he attached to implementation of civil rights legislation, he said that in coming years the U.S. Commission on Civil Rights would rely as never before on its regional offices and State Advisory Committees, particularly in such activities as monitoring of other Federal regional activities, laws, and programs.

### Workshops

Following the keynote speech, the conference participants went to substantive issue workshops based upon their particular interests and concerns.

Each workshop was devoted to a separate substantive area: housing, employment, education, economic and fiscal issues, administration of justice, voting and political participation, health and welfare, women's issues, emerging issues such as migrant labor problems and problems of the handicapped, and energy, public utilities and transportation.

Discussion focused on identifying the key problems, policy-makers,

resources, and possible approaches that could be taken on a local or statewide basis for dealing with the problems. Persons from all parts of the state were participants in the individual workshops, which provided an opportunity to share information and meet with each other about issues that proved to be mutual and interdependent. Key issues raised in the workshops are listed in part three, pages 12-31.

#### Conference results

Suggestions and approaches for dealing with civil rights problems that were developed in the substantive workshops and caucuses were reported back to all participants at a plenary session held Saturday afternoon. After hearing the reports, participants returned to local caucuses to plan follow-up meetings to the conference. At these caucuses the participants elected seven persons to convene the participants subsequent to the conference for the purpose of planning the development of local task force groups throughout the state.

### III. CONFERENCE WORKSHOPS: PROBLEMS AND SOLUTIONS

#### A. Education

The education workshop participants identified the following problem areas:

- (1) Discriminatory elements in competency-based testing.
- (2) Disproportionate suspension and expulsion of minority students.
- (3) Inequity in other forms of discipline meted out to minority students.
- (4) Continued segregation and re-segregation of students, including grouping and tracking of students, in ostensibly desegregated schools.
- (5) Inequitable busing patterns that place a disproportionate burden on minority students.
- (6) Negative attitudes by white teaching and administrative staff toward minority students.
- (7) Lack of adequate representation of minority communities on school boards or other policy-making bodies.
- (8) Lack of sensitivity to foreign language students' needs in Virginia's schools and lack of support for bilingual, bicultural education.
- (9) Need for better and continuing teacher training.
- (10) Lack of awareness in the schools concerning teenage pregnancy.
- (11) Questionable practices concerning the hiring and promotion of minority teachers.
- (12) Inequities in funding schools in Virginia.
- (13) Adverse impact on minorities due to closing of inner-city schools.
- (14) Lack of an adequate level of activity by minority parents in schools attended by their children.
- (15) Concern about the future of black colleges. ..

The participants in the Education Workshop of the conference suggested action to deal with some of the problems listed above. These included the following:

- (1) School boards should be required to institute developmental reading programs for all students, kindergarten through the 12th grade.
- (2) Tutorial programs should be created for students. CETA funding could be used for a home visitation program.
- (3) A study should be undertaken to determine if teachers are being paid comparable salaries and are receiving comparable benefits based on race and sex. If it is concluded that they are not, professional, civic and civil rights groups should work with teachers in pressing for improvements.
- (4) Community and parents' groups should demand that the schools provide transportation for parents to attend PTA meetings and other school-related functions, utilizing school buses.
- (5) Parents' groups should organize to have parents monitor the day-to-day activities of schools and observe classrooms.
- (6) Parents' groups should develop expertise to enable them to determine if Title I and other Federal funds are being used properly and equitably.
- (7) A study should be undertaken to find out which schools have been closed and why.
- (8) If the study determines that the closings have been arbitrary and place an undue burden on minority students, concerned groups should organize to prevent their closings and/or press for new schools in minority communities.

- (9) Set up community programs to help students, e.g., in churches.
- (10) Form cadres of parents or citizens groups to bring pressure to bear on the school system.
- (11) Have groups send letters to legislators and other elected officials.
- (12) Encourage groups in minority communities to inform their members about the problems faced by minorities in the schools so they may be able to take appropriate action.
- (13) If necessary, go to court to have busing made more equitable for minorities. Groups like the NAACP may be helpful in this regard.
- (14) Form a coalition of social-civic issues in communities that will help alleviate problems in the schools.
- (15) Appeal to the leadership of various groups in the community for help in dealing with the issues raised by minority students and parents.

B. Administration of Justice

Problems identified in the workshop on administration of justice (police, courts and corrections), were:

- (1) Overcrowding in correctional institutions.
- (2) Disproportionate number of minorities, especially blacks, in correctional facilities.
- (3) Efforts to keep the death penalty.
- (4) Judicial misconduct.
- (5) Police brutality and misconduct.

- (6) Arrest and placement of young people in correctional institutions for reasons which would not be cause for placing adults under arrest or being put into correctional institutions.
- (7) Lack of a public defender system.
- (8) Changes are needed in the parole board system.
- (9) Lack of equal access to the system of justice by indigents.
- (10) Disparate parole and bail bond process for minorities.

Steps identified by the workshop participants with the potential to alleviate some of these problems were:

- (1) A process should be developed by civil rights and human rights groups to communicate with each other and to coordinate their efforts to monitor and track what is happening to minorities and young people in the courts, jails and prisons.
- (2) Groups should work to have more blacks elected to public office.
- (3) Groups should work to have more blacks and women judges, sheriffs, police officers, guards, parole board members, court clerks, etc.
- (4) Groups should ask for available statistics on how justice is being provided in their communities, utilizing such resources as the Law Enforcement Assistance Administration (LEAA).
- (5) Groups should organize to monitor the performance of judges and to submit their reports to the Judicial Selection Committee.
- (6) Groups should develop a systematic way for reporting inequitable judicial action to the Judicial Inquiry and Review Commission.

(7) Establish a court judicial observation team in all courts.

(8) Encourage persons to make formal complaints to the U.S.

Commission on Civil Rights for referral to the appropriate enforcement agencies when they believe they have been discriminated against or treated inequitably in the administration of justice.

(9) Groups should actively support fixed sentencing for criminal acts.

(10) Groups should lobby for the abolition of the death penalty and develop a means for tracking the cases that have high potential for death penalty sentencing.

(11) Groups should compile information on civil rights decisions that have been made in the 4th Judicial circuit.

(12) The Virginia Advisory Committee should urge the U.S. Commission on Civil Rights to incorporate Virginia in its study of police misconduct.

(13) The U.S. Commission on Civil Rights should devise, through its State Advisory Committees, ways of collecting information on the frequency of complaints of police brutality and reporting it to appropriate agencies in the Federal and State governments.

(14) Groups should lobby the Virginia General Assembly in order to get it to enact a public defender system.

(15) Recommend that Virginia be incorporated in the National Police Advisory Study.

C. Employment

Problems in employment elicited during the workshop were:

- (1) Employment discrimination has not been a priority of the Virginia General Assembly.
- (2) Lack of fair employment practices legislation in Virginia.
- (3) Lack of a state agency with authority to handle employment discrimination allegations made by employees against private employers in the state.
- (4) Failure on the part of the various Federal agencies with authority in the fields of equal employment and affirmative action to coordinate their efforts effectively enough, resulting in confusion and lack of responsiveness to complaining citizens. A highlighted example was the failure of the U.S. Equal Employment Opportunity Commission (EEOC) to coordinate effectively with licensing agencies such as FCC.
- (5) Absence of effective, accessible, and adequate legal services throughout Virginia to assist with employment-related problems.
- (6) Lack of responsiveness on the part of labor unions to employment civil rights issues, including the monitoring of collective bargaining agreements, union involvement in the pursuit of meaningful affirmative action, and lessening delays in the resolution of discrimination issues and other grievances.

The following resources and action steps were recommended by the group for consideration by the conference participants:

- (1) Well-organized lobbying of state legislators for the passage of state fair employment practices legislation.



(2) Pressing media to publicize employment issues and to improve their own utilization of women and minorities. Letters to the editors of newspapers was suggested as one effective means.

(3) Organize to seek passage of a law creating a State Human Rights Commission in Virginia.

(4) Investigate delays in employers' recognition of unions after certified elections.

(5) Seek to repeal the right-to-work law in Virginia.

(6) Recruit civil rights and human rights people and suggest them to the Governor and other public officials for appointment to commissions, boards, etc.

(7) Direct pressure on employers who discriminate. A cited example was: if a particular bank has an unacceptable pattern of failure to hire minorities, funds should be withdrawn from that bank and deposited elsewhere.

(8) Encouragement of public and private litigation to ferret out discrimination, to widen future opportunities, and to seek remedies for past discrimination.

(9) Pressing for increased cross-agency communication and coordination on the Federal level, to improve enforcement abilities. This might include scheduled meetings with representatives of the various Federal agencies with civil rights authority and Virginia network leaders to discuss common concerns, including agencies' failure to implement previously-articulated positive public policies.

(10) Addressing issues of housing segregation, as directly related to local employment markets.

- (11) Investigate licensing practices of the Alcoholic Beverage Commission with regard to minorities, women, and sexual preference.
- (12) Continue to monitor the employment practices of the media, and focus specifically on Virginia local media.
- (13) Evaluate and coordinate employment programs aimed toward the aged.
- (14) Private litigation and filing of class-action suits with EEOC.
- (15) Using the Freedom of Information Act to get information from Federal agencies.
- (16) Seek the support of business in ending employment discrimination.
- (17) Encourage the statewide formation of issue-based networks to supplement locally-based cross-issue groups formed at this conference.
- (18) Publicize the need for state fair employment practices law and enforcement mechanisms.
- (19) Increase the visibility and activities of the Virginia Advisory Committee and the U.S. Commission on Civil Rights through the media and at local meetings.

D. Housing

Problems in housing identified by the participants included:

- (1) Inadequate supply of low and moderate cost housing for minorities, women and the elderly.
- (2) Decreasing number of low-and moderate-income housing in areas that have urban renewal and restoration programs that tend to favor the middle-income groups.

(3) Illegal housing practices such as steering homeseekers to particular neighborhoods based on their race, color, or sex; financial institutions denying loans to persons trying to buy in predominantly black communities; denying minority persons information about the availability of housing in middle-income neighborhoods.

(4) The Virginia Real Estate Commission (VREC) is providing minimal implementation of the Virginia Fair Housing Act.

(5) Female heads of households with children and handicapped persons are frequently discriminated against when they seek housing.

Actions suggested by the conference participants to impact on these problems included the following:

(1) Groups should contact the U.S. Department of Housing and Urban Development (HUD) office in Richmond and other housing agencies throughout the State in order to set up meetings to talk with them on a periodic basis regarding housing problems. HUD's area office in Richmond now meets periodically with representatives of builders, developers, brokers, etc. and HUD has indicated a willingness to establish similar meetings with citizens on fair housing issues.

(2) Efforts should be made to get civil rights representation on the Community Housing Resource Boards that are being established under HUD's auspices to monitor fair housing.

(3) Groups should form a network to monitor housing plans of localities submitting requests for Community Development Block Grants to assure that the housing needs of low- and moderate-income groups are being addressed.

- (4) Groups should demand that the Virginia Real Estate Commission, which is responsible for the administration of the Fair Housing Act in Virginia, vigorously monitor and implement the law and assure compliance with the provisions requiring public education regarding fair housing in the state.
- (5) The Fair Housing Liaison Committee, established by the Virginia Real Estate Commission, should be monitored more closely by civil rights groups. Minority persons should seek membership on this Commission.
- (6) Civil rights groups should join Community Development Block Grant Citizen Advisory Councils where they exist in Virginia.
- (7) Prod VREC to step-up its fair housing education programs and convene the Fair Housing Education Committee.

#### E. Health/Welfare

Problems identified by participants related to health and welfare issues included the following:

- (1) Comprehensive legislation, which would help the low-income groups hardest hit by illnesses, has not been passed by Congress. Since most minority groups and women are found in the low-income groups, they are particularly in need of such legislation.
- (2) Low-income of minorities and women contributes to nutritional causes of health problems, including mental problems, pre-natal defects.
- (3) The effects of smoking and drinking during pregnancy on the unborn are not widely known to pregnant women.
- (4) Living and working conditions of many minorities and women contribute to their health problems and to the problems that develop in the health of the unborn.

(5) There is insufficient communication between parents, teachers, and health professionals about health problems such as overpopulation, poverty, malnutrition, genetic disorders, emotional problems, inadequate pre-natal care, unemployment, illiteracy, contamination and pollution.

Suggestions made by participants to deal with health/welfare problems were as follows:

- (1) Formation of an information network to help collect and disseminate health information to multicultural and multiethnic groups in the State.
- (2) Encourage minorities and women to go into the health field for training and jobs.
- (3) Emphasize preventive illness programs, including discussion of social customs, myths, etc., that perpetuate certain illnesses.
- (4) Train people who are police officers, social workers, teachers, etc., to recognize and be sensitive to various kinds of health problems.
- (5) Encourage the media to give health information, including information on causes of suicide, battered wives, etc.
- (6) Show relationship between effects of racial and other kinds of discrimination on health problems and the quality of the environment in which minorities and women live and work.
- (7) Seek out health experts to give technical assistance such as those in colleges and universities.
- (8) Develop programs to reduce or eliminate discrimination based on race, social class, sex, handicapped status, and age.
- (9) Develop both regional and local group networks related to health issues in Virginia.

- (10) Monitor the use of Federal money going to hospitals and other health services to see that the money benefits minorities and women, including those that are handicapped, young children, and the elderly.
- (11) Form community advocacy programs to improve health.
- (12) Develop a positive approach to dealing with the civil rights of minorities and women related to health issues.
- (13) Relate unemployment and low-incomes, for example, to health problems and how unemployment and low-income are related to racism and sexism.
- (14) Encourage efforts to bring about full employment opportunities for everyone willing and able to work.
- (15) Make food stamps available to the needy.
- (16) Provide health counseling services in schools and at work.
- (17) Provide day care centers and programs for young people and the elderly.
- (18) Provide programs to assure adequate housing.
- (19) Provide programs to assure adequate heat and utilities.
- (20) Develop outreach programs to treat health problems.
- (21) Develop programs to help with health costs.
- (22) Lobby for passage of a comprehensive national health plan by Congress.
- (23) Provide community education on health for non-English speaking minorities.
- (24) Develop methods of providing health service that show personal interest in persons who are seeking help and provide them quality service.

## Health/Welfare (cont'd)

(25) Develop ways that grassroots people can help monitor health service delivery systems and give feedback to service providers on how their needs either are or are not being met.

(26) Health groups should work with non-health groups within civil rights to acquire allies to help get more comprehensive and better-quality health services for minorities and women.

(27) Develop a centralized information referral service center for health and other problems of minorities and women.

(28) Seek out existing resources in the area of health and then work to coordinate them for better efficiency in meeting the needs of minorities and women.

(29) Study sterilization statutes throughout the United States and rewrite the Virginia law to provide adequate control against discrimination against minorities, women, and the handicapped.

(30) Seek sponsorship of legislation in the 1980 session of the Virginia General Assembly to directly address health needs and then coordinate lobbying efforts to gain its passage.

F. Economic/Fiscal Issues

Problems of discrimination against minorities and women based on economic/fiscal issues mentioned by participants were:

(1) "Where can minorities and women go to borrow a buck to start a business or buy a home?"

(2) Minorities and women receive little or no information from the predominantly white-male business community or from credit, savings and loan institutions, and banks on starting businesses or financing home-ownership.

(3) There is an inequitable Federal and State tax structure insofar as it adversely impacts on low-income persons, many of whom are minority persons, women, the elderly and the handicapped.

(4) Minorities and women are judged or evaluated by criteria not used for white males when they seek credit, a loan, or banking services.

(5) Redlining, for example, which is the practice of some banks and savings and loan associations of denying credit to buy in certain areas where minorities are concentrated, is one way in which minorities are prevented from developing their own enterprises.

Solutions for alleviating economic/fiscal discrimination suggested by the participants were as follows:

(1) Lobby to change existing laws and to pass new laws to outlaw discriminatory economic/fiscal practices.

(2) Seek passage of legislation requiring that Federal, State and local funds be directed equitably to minorities and women who are operating businesses or need financial assistance to establish a business.

(3) Attend public meetings to observe what decisions are made that may provide information needed by minorities and women seeking to establish businesses.

(4) Ask public officials for needed information about laws, regulations and other matters related to homebuying, starting a business, economic



developments planned for the area or State, etc.

(5) Identify groups and organizations in which businessmen meet and attend those meetings that are open to the public in order to get access to economic information.

(6) Minorities and women should explore all possible ways to develop their own financial institutions, including banks and savings and loan associations.

(7) Identify persons who can help collect information such as insurance brokers, attorneys, and businessmen and can disseminate it to civil rights and human rights groups.

(8) Get economic/business experts to hold seminars on starting businesses.

(9) Get local businessmen to provide minorities and women with on-the-job opportunities to learn how to establish their kind of business.

(10) Form an information network among minorities and women so they can share information and experiences related to establishing businesses.

#### G. Voting and Political Participation

Problems mentioned by the conference participants included the following:

(1) The importance of election laws in political participation is generally overlooked by most minorities and women. They need election laws that make elections more open and accessible to them both as candidates and as voters.

(2) Young voters are apathetic, including black and other minority youth that need to have civil rights problems given more attention by elected officials.

(3) There is a trend toward getting multi-districts rather than single-member districts in Virginia.

(4) A low percentage of registered voters go to the polls on election day.

(5) Election day is on a work day rather than a holiday. This is a particular problem for people who have to commute long distances to work or who have work schedules that make it impossible or inconvenient to get to the polls.

Solutions discussed by the participants involved the following suggestions:

(1) Common Cause has been advocating the establishment of a shadow reapportionment commission to monitor reapportionment in 1981. Follow-up on this idea.

(2) Support the establishment of single-member districting, which provides the best opportunity for minorities and women to get on the slate for election to office.

(3) Litigate, if necessary, if there is any evidence that redistricting as proposed or passed by the General Assembly would result in racial dilution within a district.

(4) Support all efforts to assure that any changes in reapportionment are thoroughly reviewed and understood by the U.S. Department of Justice, as required by the Voting Rights Act of 1965 and the Voting Rights Act of 1970.

(5) Create a coalition committee, composed of one member from each of the 10 congressional districts, to coordinate reapportionment monitoring.

(6) Get a change in election laws so that election day is a paid holiday.

(7) Get changes in election laws to make places more accessible and time more flexible for registering voters.

#### H. Women's Issues

Problems faced by women mentioned by conference participants were as follows:

- (1) The Virginia General Assembly has not ratified the Equal Rights Amendment and it appears the chances of passing it in the 1980 session of the legislature are slim.
- (2) Some women's groups have become divided over the issue of abortion rights and this has weakened the women's movement in the State.
- (3) The women's movement has been viewed by some minority groups (including minority women) as a white, middle-class struggle, which benefits primarily white women.
- (4) Minority women and white women do not meet together to pool their civil rights efforts in any significant numbers in any phase of our society, including the work situation.
- (5) Women who are members of civil rights and human rights groups have not organized effectively to become a unified political force in the State.
- (6) Women have not organized through union activity, or otherwise, to protect their interests in the labor force and to increase their potential for career advancement.
- (7) Women are not sufficiently represented in the judicial administration of justice, in law enforcement, on various boards, commissions, etc., and are consequently unseen and unheard where crucial decisions are made that affect their lives and opportunities.

(8) There are few women elected to political office even though they are active political volunteers in the campaigns that elect men.

(9) Women do not fully utilize the rights they have recently gained, e.g., actually establishing credit in their own names and building up their own credit history.

(10) Women are not unanimous in their desire to have equal rights under the law and to assume the responsibilities that go with equal treatment.

(11) Women's rights have become emotionally charged with moral or religious differences regarding issues such as abortion and gay rights.

Solutions suggested by participants in the workshop included the following:

(1) Emphasize that women make up at least 51 percent of the population in the United States and that if they effectively organized, they can become a significant political force to secure equal rights under the law.

(2) Emphasize that the women's movement is a part of the civil rights movement, not a separate movement.

(3) All civil rights and human rights groups should urge the Virginia General Assembly to make ratification of the Equal Rights Amendment a priority matter in the 1980 session.

(4) Women's groups should establish affirmative action plans of their own with the purpose of trying to make each group's membership representative with regard to race, color, creed, religion, national origin, age, handicapped status, etc.

(5) All civil rights groups should promote efforts to organize and unionize women workers in the State.

- (6) Women's groups should support programs that reduce racism and sexism in all school and educational materials.
- (7) Support feasible day-care programs and facilities.
- (8) Support programs to assist the displaced homemaker.
- (9) Support efforts to establish shelter centers for battered women.

#### I. Energy, Transportation, Public Utilities

Problems brought up in the workshop included the following:

- (1) Energy costs and energy shortages adversely affect everyone in the nation. However, persons with low- and fixed-incomes are disproportionately affected because they may be completely unable to provide adequately for their shelter, transportation, food, health care, and other necessities during an energy crisis.
- (2) While the civil rights movement has helped to bring about some improvement in the economic well being of minorities and women, these gains can be quickly diminished by economic developments that adversely affect their employment opportunities, such as those caused by an energy crisis.
- (3) Inadequate attention is being given to the energy crisis within the civil rights movement, including the groups most concerned with the civil rights of women, the elderly and the handicapped.

Suggestions for handling some of the problems discussed in the workshop were:

- (1) Look for a lead agency or group that is willing to clearly communicate the civil rights implications of the energy crisis for minorities, women, the elderly and the handicapped.
- (2) Encourage citizens to become members of boards, advisory councils and other bodies concerned with energy problems and solutions.
- (3) Push for Federal legislation to provide emergency energy assistance for low-income persons and those on fixed incomes.
- (4) Push for Federal legislation to get weatherization funding to help low-income persons fix their dwellings to save energy.
- (5) Push for some kind of provisional or emergency plans for dealing with energy problems at the Federal and/or state levels of government.
- (6) Encourage programs that seek ways to find alternate energy resources in the state.
- (7) Encourage people to car pool and use other conservation techniques to save energy and energy costs.
- (8) Increase the circulation of information about energy that is produced by the Virginia Energy Department.

#### J. Emerging Issues

Among the topics discussed by the participants were the following:

- (1) Provision of equal educational opportunities for the handicapped.
- (2) Displacement of inner city residents, especially minorities, the elderly, and women who are heads of households, by institutional expansion and redevelopment activities.

(3) Discrimination against homosexuals in housing, employment, the administration of justice and public accommodations; e.g., bars, restaurants, etc.

(4) Discrimination against migrant workers on the Eastern Shore of Virginia.

(5) Lack of civil rights enforcement within the state of Federal laws prohibiting discrimination based on race, color, creed, religion, age, sex, and handicap.

(6) Discrimination against persons based on national origin is an emerging issue in Northern Virginia and the area around Norfolk and Newport News.

The nature of the discussion, which was the identification of some emerging civil rights issues in the state, did not lend itself to a consideration of possible solutions.

Appendix A

CIVIL RIGHTS RELATED LEGISLATIVE ACTION  
IN THE VIRGINIA GENERAL ASSEMBLY IN 1979

Bills that passed in the 1979 Session, Virginia General Assembly

HB. 1688. Creating the Equal Employment Opportunity Committee to monitor the State's equal employment practices.

HB 1955. Providing local property tax relief for the elderly and disabled, granting relief for dwellings jointly owned by a husband and wife if either is over 65 or disabled.

HJR 277. Studies feasibility of "life-line" utility rates for electricity, gas and telephone.

HB.1723. Requiring that every teacher seeking initial certification on and after July 1, 1980, take a professional teacher's examination prescribed by the Board of Education.

HB 753. Requiring the division superintendent to notify probationary teachers of his recommendation to the school board that their contracts not be renewed. Upon written request by the teachers, the superintendent must give them the specific reasons for his recommendation. The teacher may also request a conference before the division superintendent to discuss the reasons for nonrenewal.

HB 1589. Requiring the Board of Education to prescribe a grievance procedure governing teacher dismissal, probation and other grievances as defined. The procedure is required to provide for a panel hearing at the election of the teacher or school board on any grievance. Prescribes method of selection of panel procedures and requires final decision by the school board.

HB 276. Exempting church-related child care centers from the licensure process and requirements of the Department of Welfare otherwise required for all child care centers. Church related child care centers which want to continue to be licensed may do so. Church related child care centers which do not want to comply with licensure requirements must file with the Commission of Welfare prior to operation and annually thereafter documentary information regarding the personnel and assurances that the center meets certain health, sanitation, fire and safety requirements.

HB 661. Would have allowed sterilization of minors against their will. Bill was amended to require proof of mental retardation; otherwise no minor can be sterilized.

SB 619. Including sickle cell anemia to the State plan for maternal and child health services and crippled children's services pursuant to Title V of the U. S. Social Security Act. (\$150,000 passed in budget).



Bills passed, continued

HJR 329. States that it is the sense of the General Assembly that General District Courts should develop an Equal Employment Opportunity Commission (EEOC) procedure.

HB 1788. Providing for Virginia Housing Development Authority activity in housing rehabilitation districts and economically mixed projects established in certain cities.

SB 858. Providing practical changes in the State Grievance Procedure pursuant to recommendations of the Director of Personnel and Training.

HB 1624. Relating to the State grievance procedure. Providing, under the State Grievance Procedure, that both the grievant and the respondent may call upon appropriate witnesses and be represented by legal counsel or other representatives, and such representatives may examine, cross examine, question and present evidence in behalf of the grievant or respondent before the panel.

HB 1486. Repealing authorization for the creation of the Office of Economic Opportunity.

HB 1403. Repealing provisions for a Director of Support Services.

Bills that failed in the 1979 Session, Virginia General Assembly

HJR 265; SJR 14. Providing for a U. S. Constitutional Amendment to ratify the Equal Rights Amendment.

HB 1786. Providing a limited tax credit on the Virginia Corporate Income Tax for "community services" furnished by such corporation to individuals or groups in an impoverished area. (Neighborhood Assistance Act).

HB 1904. Providing that between December one and March thirty-one no gas or electric utility shall shut off gas or electric service which is the primary source of heat for any residential customer who claims in writing that due to financial hardship he or she is unable to pay a security deposit or past due account in connection with such service.

SJR 2. Providing for a Constitutional amendment to remove the requirement that judges removed from office by the Judicial Inquiry and Review Commission automatically lose their retirement benefits.

HB 1725. Authorizing any school board to prescribe the competencies and a test necessary for a high school diploma within the guidelines of the Board of Education and allowing it to use the competencies and test prescribed by the Board.

HB656, HB 1176. Requiring all General Assembly districts to be single-member districts.

HB 421. To authorize the creation of a Virginia Board of Certification for Educators which would administer professional standards in the cases of certification, recertification, revocation and suspension of certificates and the approval of teacher education programs.

SB 586. Setting up a Judicial Nominations Commission to aid the General Assembly in the selection of judges for district and circuit courts.

HB 1559. Creates a Prison Inspection Committee composed of members of the General Assembly who would have personally inspected each prison in the State annually.

HB 56. Would have provided a study of the difference between black and white test results.

HB 244. Requiring each school board to adopt uniform regulations governing the conduct of students and prescribing the penalty for each infraction.

Bills failed, continued

HB 627. Allowing the Attorney General, or any Commonwealth's Attorney, to investigate and bring an action in the name of the Commonwealth to enjoin any violation of the Landlord-Tenant Act.

HB 715. Amending the Landlord-Tenant Act to provide that one party to a rental agreement may upon 14 days' notice terminate the agreement if the same act of omission, in violation of the Act, reoccurs in a 6-month period, and if notice was given of the instance of the first violation.

HB 1909. Allowing the Virginia Real Estate Commission to revoke, suspend, or fail to renew licenses of persons engaging in discriminatory housing practices.

SB 835. Providing that the State Department of Labor and Industry shall cause to be posted in places of employment notices advising employees of their rights under the Virginia right-to-work laws.

HB 1640. Providing for the appointment of counsel to assist indigent inmates confined in local jails or jail farms, when an inmate is sentenced to confinement in the penitentiary.

HB 1620. Requiring a convicting court to petition the Governor for the restoration of the civil rights of a defendant who has completed the commitment.

HB 718. Allowing as an itemized deduction in the Virginia Individual Income Tax actual expenditures for insulation or other energy-conserving components for the taxpayers principal residence.

Appendix B

## TASK FORCE GROUPS IN VIRGINIA

## NORTHERN VIRGINIA HUMAN RIGHTS TASK FORCE

Contact: Mr. Robert E. Wright, Attorney 703-273-7024 (Business)  
 10655 Lee Highway 703-750-3357 (Home)  
 Fairfax, Virginia 22030

## TIDEWATER CIVIL RIGHTS TASK FORCE

Contact: Ms. Ida Outlaw, Attorney 804-934-0333 (Business)  
 158 W. Washington Street 804-934-0116 (Home)  
 Suffolk, Virginia 23434

## SOUTH CENTRAL CIVIL RIGHTS TASK FORCE

Contact: Mr. Charles M. L. Mangum, Attorney 804-845-3431 (Business)  
 P.O. Box 1232 804-528-3045 (Home)  
 Lynchburg, Virginia 24505

## CHARLOTTESVILLE-WAYNESBORO CIVIL RIGHTS TASK FORCE

Contact: Ms. Barbara Anne Steel, Attorney 804-293-5131 (Business)  
 Albermarle Legal Aid Society 804-977-5786 (Home)  
 512 N. 1st Street  
 Charlottesville, Virginia 22901

## SOUTHSIDE CIVIL RIGHTS TASK FORCE

Contact: Rev. Joseph B. Fields, Jr. 804-265-5882 (Home)  
 Route 1, Box 119B  
 Church Road, Virginia 23833  
or  
 Ms. Essie Bannister, Route 1,  
 Box 149, Disputanta, Virginia 23842 804-991-2116 (Home)

## ROANOKE-SALEM CIVIL RIGHTS TASK FORCE

Contact: (An effort is currently being made by community  
 leaders to call a meeting. Participants in the  
 area will be notified.)

Effective Date: August 1979

**U. S. COMMISSION ON CIVIL RIGHTS**

WASHINGTON, D C 20425

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