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COMMITTEE FORUM
OF THE
NEW JERSEY ADVISORY COMMITTEE
TO THE
US COMMISSION ON CIVIL RIGHTS
HELD
JUNE 5, 1986

Topic: Ethnic Vandalism in Essex County

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9:00 AM PANEL I

COMMUNITY LEADERS & ADVOCACY ORGANIZATIONS

Tape 1, Side A

RUTH CUBERO: Good morning. My name is Ruth Cubero. I am the Regional Director of the U.S. Commission on Civil Rights, Eastern Regional Office. Offices are in New York, and we cover New York and New Jersey, Puerto Rico and Virgin Islands. This morning at this community forum Dr. Steven Balch, the chair of the New Jersey State Advisory Committee will preside over the community forum. Dr. Balch.

DR. BALCH: I'd like to welcome everyone here on behalf of the committee. As you know the New Jersey State Advisory Committee is the eyes and ears of the U.S. Civil Rights Commission in the state of New Jersey. We are not an enforcement agency, but we are charged with monitoring the civil rights situation in our given state of New Jersey and reporting our findings to the U.S. Civil Rights Commission.

Today's community forum is going to be dealing with the issue of ethnic vandalism in Essex County. There are several affected communities of which we will have representatives present today. The issue of ethnic terrorism is a very germane one obviously to a

organization charged with monitoring the civil rights situation in the state of New Jersey. It's a crime that has a double significance. On the one hand, it's immensely troubling to the psychological _____ and endangers the physical security of those who are exposed to it. But it also in the minds of its perpetrators is an attempt to stigmatize an entire group, call into question that group's status within the larger community and so with respect to its victims, they are numbered to a far greater extent than the people who are actually involved. It affects the entire community, and it certainly affects those groups that are targeted for assault.

The purpose of this particular forum is to assess the dimensions of the problem in Essex County, get some of the history, hear from representatives of community groups, law enforcement agencies and the political and civic and educational leadership of the communities affected to try to find out what can be done, to try to find out what the role is of authorities at various levels and to try to see what citizens can do--those who are personally affected and those who feel concern for the welfare of their communities at large.

We have a variety of panels that will be coming before our committee today. The first set of panels will be made up of community leaders and leaders of various

advocacy organizations. They also comprise several individuals who have been victims of vandalism over the last few years. Thereafter we will be hearing from law enforcement officials, and after lunch from some of the leaders of local government and also leaders of local educational institutions.

Our first panel consists of--well, let's see. Sabarah Sabin, member of the Board of Education, South Orange Network. Catherine Sullivan, President of the South Orange Community Relations Committee, and Ellen Greenfield, President of Neighborhood Friends. And let's begin with Ms. Sabin.

MRS. SABIN: Thank you.

DR. BALCH: Let me, by the way, just say that given the press of time and the number of people who will be coming before the committee, if I could ask each of the presenters to try to limit themselves to about 10 minutes, a little more, a little less, that would be helpful.

MRS. SABIN: No problem. Good morning. I'm happy in many ways to be here today, and in other ways not so happy, but being asked to be here and to hear oneself depicted as a community leader is both gratifying and strange. I am

happy to be here and be a part of this because I believe it's important that you get a diversity of opinion and thoughts. I am confident that my thoughts and comments will be listened to, digested and made a part of your decision making process.

Much thought and decision has been given to this subject by me, my friends, my family. I am here basically because my family has been victims of overt and covert racial discrimination. That realization made me review my tenure in the town of Maplewood and ask the question "Why us?" The answer, of course, to that is "Why not?" But I'd like to explore that just a little bit more.

We are black Americans, my family. We are also so called middle class with a good educational background. My husband and I both work in a professional field and our family income puts us well above the national average. We have two children, both enrolled in very fine universities. We own our own home. We have two cars. We spend a month away every summer on Martha's Vineyard vacationing. And except for being black I guess we're the epitome of the American family and have seemingly achieved the American dream. So, why us?

I believe the exception that I referred to really answers that question, but before continuing let me familiarize you a little bit with the particulars of

vandalism as it pertains to my family. We have been in Maplewood for 16 years. We came from New York, and as long as 11 years ago our house was marked with spray paint, with an X, "nigger go home." Eggs were thrown at our front door. Last year our cars, mine and my husband's, were slashed in our driveway three nights running. No one has ever been apprehended.

And the fascinating part of that story is two-fold. I was running for the Board of Education at the time, and when the police came, they said to me, "Obviously, Mrs. Sabin, this is not racial." And I said, "Well, that's interesting." I said, "There are four other candidates in the race. Were any of their tires slashed?" They were all white. "No," they told me, but they really didn't think it was a racial kind of thing. I said, "Well, then explain to me what is it." There was no answer for that.

The other is that shortly after that another victim said to me that they had been--after they had been victimized they spoke to the police, and they said, "Well, you know, it's not really as bad as people think it is. For instance, take the Sabins. Their tires were only slashed once, and the other two nights those were just puncture holes that had deflated." And I said, "Well, that's fascinating because the first time we bought eight new tires. And the next time we bought used tires. We

began to run out of money. How do they explain that?"
Well, there was no explanation for that.

It's curious to me that statements like that were made. We bought new tires and all of a sudden something happens. The victims become responsible for what has happened to them in some way, and I've never been able to understand that, but for some way you're made to feel that you did something wrong because you have become a victim of this kind of thing. And that's something that maybe we need to address. Why does that happen? Why does law enforcement--and other people--suddenly think that you have done something wrong because you have become a victim of this kind of vandalism?

Well, how does one feel after being subjected to such activity? Well, after the initial shock you feel anger. You feel despair. And then you want to retaliate. Your anger is--at least our anger is particularly concerned with the fear our children felt. At that time my older child, my son, was away at college, but my daughter was a senior in high school and she's lived in this house since she was three years old. And all of a sudden she became afraid to go out in the backyard at night by herself. We had to go with her to get into the car and get out of the car. And that fades after a while, but while it's going on it's a lousy way to

live. It really is. And this was one of the things that really makes you angry.

However, after the initial shock wears off people's feelings begin to differ I think. I have heard that some victims express really stark fear. They have alarmed their homes. They have gone and gotten weapons. They are really afraid. I personally have never been afraid. I just don't happen to live in fear, but that's just me. But it's my understanding that many people do. I don't believe in weapons. I'm afraid of guns. I'd probably shoot myself in the foot if I ever had to touch one, so we don't have weapons. We don't have our house alarmed. We go about our daily lives as we have always done and will continue to do.

My reaction is a little different, took a little different tact I think. Maybe not so different when you hear other people talk. My resolve just became stronger. This is my home. I live here. I love it. I have no intention of leaving. And having established that fact where do we go from there? What do I do? How do I live? Well, I'm going to continue to live, but you cannot live productively, happily or peacefully in a town like Maplewood or any other town of that kind if you are a minority and you do not have the good will and support of the majority population. It just can't happen.

Do I feel that we minorities have had that kind of support? Yes and no. Except for incidents that have happened to my family simply because we are black, and I'll give you a few short small examples.

My son at the age of 14--oh, I guess maybe he was 13 went into the local theater with another friend, and at that time we were driving--one set of parents was driving, another set was picking up--to go to the movies. We said to him as normal, "Call us, Chris, after the movies." The movie is here. You go down the bank and there are phones, a bank of phones. He and his friends went down to the bank of phones to call us to pick him up. The police stopped him. "What are you doing here, nigger. I know you don't live in this town." Made him assume the position. Searched him. "We know you're from Newark. Why don't you have any identification?" Well, a 13 year old doesn't even carry a wallet normally. He didn't have a job, so he had no money. He was frightened, and he was also--it doesn't leave a very good taste in your mouth. Now, these are not vandals doing this. This is our local law enforcement agency.

So, of course, when my husband and I picked him up and we went directly to the police station. And you know what their remark was? "We didn't know he was your son." I said, "What difference does it make? Even if he did

live in Newark, so what? This is a free movie. You're entitled to come in." "Well, we're going to have to do something about that. We're very sorry." This kind of thing has happened three times to him. As a black mother, very frankly, when my son leaves the house I'm fearful. I worry until he comes home. He's 20 years old now. That's also not a good way to live.

In my opinion, Maplewood is a very nice place to live. For the most part we've been very happy there. I don't know of any place in America that a black family can feel safe all the time. I just don't know of any. This is as good a place as any, and that's why we're going to stay here. We like it very much.

So I'm forgetting things that I wanted to say.

Individually I have had very little resistance to my full participation in the life of Maplewood. For example, I belong to many organizations. I'm probably what you call a volunteer junky. I like living in my town, and I volunteer because that's what I want to do. It's important to me to be part of the town, and as an individual I have always been accepted. But an individual black who is highly visible is always accepted, because they are always looked upon as the exception. Well, I'm not the exception, because any time I can't do anything, the low guy on the street can't do anything, we're in the

same boat. There's no difference between myself and that other person except maybe I have \$2 to spend and he does not--he or she does not.

So one of the things that I would like to see and I would like to have happen is that more minorities--blacks or whatever minority they belong to--really come into town and participate more fully. They have got to reach out and participate in all the things that go on in the town. But by the same token they have to be made to feel welcome, because being rejected is not a fun thing. I've worked in--not show business--but I've worked in--well, you can call it show business. I've worked for professional theater for many years, and I know what rejection is. It's part of an act of life. If you don't understand rejection, then you should get out of the business. But it's not a pleasant thing to know that you live someplace and you're not wanted. Now that's something that black people, in my opinion, just have to accept and go forward from there. But Maplewood is no different.

Has the township responded to this dilemma? Another opinion I have is the positive response was very late coming, and there has to be a climate set by the leadership to signal to those who want to divide us that, yes, we are indeed interested. The community has risen up

in many ways and said, "We do not accept this. We do not want it." But you have to have that leadership who is willing to come out immediately, not after they've been badgered, and I work with many of the leadership in Maplewood and I know that they're very fine people individually. But it's very hard to stand up and be counted, and I think that's what more of us have to do.

As I say, for the most part it's been a nice town to live in. It still is a nice town to live in. The things that happen to you are not pleasant, but you have to go forward. You cannot let that kind of thing bother you. You just have to persevere.

MR. BALCH: We'll have questions for people on the panel, but we'll wait until everyone has had a chance to speak. Well, let's come now to Calloway, who represents Neighborhood Awareness Council and has also been a victim of vandalism this past year.

CALLOWAY: Good morning. Thank you for inviting me. I've spent a considerable amount of time discussing these points with you. I don't feel that it serves this panel or your time to be redundant. I will echo precisely what has been stated by Mrs. Sabin. I will state that there is a concern specifically dealing with the governmental

agencies as it relates to our community and their insensitivity to this issue. And individually they do not appear to be. They appear to be as concerned as everyone else as was stated by Mrs. Sabin, but they do not demonstrate it. And yet they have visited the homes and they have expressed their concerns to the victims, but it does not appear to be genuine to the victims and to the minorities who are the constituents of the two towns.

There are many, many instances as cited by Sabin as it relates to her son. And they go on even today unfortunately. I was given a call just recently that the East Orange superintendent of schools was arrested by the police in South Orange and manhandled for no apparent provocation other than his actions were suspicious as it relates to waiting for a friend and being impatient at a restaurant. There is a need for the police and the authorities to be trained in sensitivity.

There was an occasion when I spoke to the police along with one other victim and the prosecuting attorney as it relates to insensitivity training session. There was a concern because the victim pointed out how insensitive the chief of police had been in Maplewood. As a result, he and his men left because they could not stand the truth as perceived in the eyes of one of the victims. We have yet to go to them and be able to go beyond that

point of resistance, and his men dug in with him because they honored him them as their leader. He could be wrong just like anyone else and need to be sensitized.

The mayor of Maplewood. We have spent hours talking to him on an individual basis, talking to him in closed session, seeking to bring about change. He and the township council have constantly represented a barrier for us to accomplish just a small event of a harmony day. Yet on the day itself you would have thought they were the implementers and the creators of the event, and this is ongoing.

Now, one of the greatest problems as an individual that I feel is that whites find it very difficult to accept ideas as presented by a black man or a black woman. It is more palatable to be given by one of their own, but if it has to be accepted, then it is more readily accepted when it is given by a black woman as opposed to a black male.

There appears to be total castration of the young black males in the system of the school, and it is maybe not by design, maybe it is just the way of thinking. And I'll give you a personal example. I have a son who when we moved here they after the first year said it was time to promote him and skip a grade. After having been here two years they're telling me that he has difficulties and

problems. Now, that's the same kid that came here a year ago, or two years ago or so, and they wanted to skip. The teachers, I mean I spend inordinate amount of time in the school system trying to address a concern to maintain his self esteem. It has nothing to do with education. This has to do with his ability to be accountable for himself as an individual so that he has self worth and self love.

He's not unique. I spent over two or three weeks at one given period at that school. I saw other kids being hassled. I questioned the administration as well as some of the staff about those concerns. Their parents weren't there to witness it and consequently could not speak out. If I hadn't been there, then the child in this particular case the child would have just simply been abused.

This is ongoing. Ongoing. So what I'm saying to you is that the problem is a lot more deep seated than the mere writing on the houses and the puncturing of tires. It is in fact an attitude problem, and it seems to be institutionalized by the various systems.

There's a resident in South Orange by the name of Ed Jones who has written an article in Harvard Business Review, and it's "The Dream Deferred." And it speaks very poignantly to the problems of the black male in our society and as it relates to the corporate system. So, again, I use that illustration to show to you that this

that we are experiencing is in my opinion--okay?--
systematically designed. Now, if I take any one of you
individually and discuss it clearly, you would abstain
yourself and wash your hands like Pontius Pilot. But when
I take you collectively, the issue becomes racism. And
that's what we are experiencing in Maplewood and South
Orange. And that's what we are experienced in America,
throughout the world, and our governmental agency as well
as the leaders of our government demonstrate it as
illustrated in South Africa.

So what we're talking about here is nothing but a
microcosm of what we're witnessing worldwide. And the
people of this community are doing nothing more than
illustrating the tone of what they see the leaders in our
government demonstrate, whether it's on a local level or a
federal level.

Thank you for your time.

MR. BALCH: _____.

_____: Good morning, and I too thank you for this
opportunity to speak before you.

I wear several hats in South Orange. I'm a
resident, a homeowner, mother of children educated in the
South Orange-Maplewood schools, the chairperson of the

South Orange Community Relations Committee, and I earn my keep as the reference librarian at South Orange Library. Uniquely situated at the hub of village life I find myself privy to all the news that passes through town. Rumor and fact. Truth and fiction. Opinion and theory. I'm told if you call Village Hall and ask what's going on that they say, "Call the library."

However, it is about the South Orange Community Relations Committee and its role in the recent events in South Orange and Maplewood that I would like to speak. Let me go back some 8 or 9 years to what it was like when the Community Relations Committee was formed by some members of the South Orange Board of Trustees and active citizens to address the problems of declining morale among residents, to bolster the image of South Orange both from within and without community boundaries, to act as a liaison between Seton Hall University which is situated in South Orange and the Village and, more specifically, to address the problem of real estate steering. Composed of representatives of all of the major community organizations, neighborhood organizations, a representative from Seton Hall and a few at-large members, we have grown from 12 charter members to the current 20 member body. At our last monthly meeting 16 members were present, a testimony to the level of interest.

Eight years ago South Orange was known as "a changing community," which as you all know a euphemism for becoming all black. You could hear it wherever you went that fear which is associated with any kind of change. We were becoming East Orange-ized which is another euphemism. South Orange was just another stop on the track that lead from Newark, East Orange and Orange. Racial steering was rampant. Gone were the days when a broker could blatantly block bust. Tough state laws had taken care of that problem. Now, the tactics were much more subtle, harder to pin down. Innocent measures masking a deeper, more vicious intent. Fliers were sent to shaky border neighborhoods "Sell now and get your price." Black families were shown houses in only certain neighborhoods where white families were never taken, and white families were taken to other neighborhoods. Out of town real estate brokers steered prospective buyers away from South Orange and Maplewood. They were changing. One school was under a state mandate to do something about its racial imbalance, and people seemed to feel that moving further west in New Jersey away from the urban areas was the only way to go.

It was out of this climate that the Community Relations Committee was born for there were and always have been in South Orange citizens who would not roll over

and play dead. Rather they were determined to face these problems head on and to make every effort to improve the environment of the Village. How would we go about addressing these issues?

None of the measures used was new, but they were all new to South Orange. Real estate broker luncheons. Direct calls on real estate brokers asking for their cooperation. The design and printing of a South Orange brochure. Calls to area relocators. The encouragement of the formation of neighborhood organizations. The designation of a Villager of the month complete with an attractive plaque. Publication of a local newsletter called "The Gaslight." Revitalization of the defunct historical society. All methods aimed at restoring pride in South Orange.

I won't pretend that the Community Relations Committee was responsible for the turnaround in the climate of South Orange where soaring real estate values and a resurgence in the economy all lent a hand, but I will say that by alerting the citizenry to the dangers of apathy, by bringing subterranean fears into the open where they could be discussed, by acting as a forum where people could air their grievances, fears, hopes, and by making our diversity something to be proud of rather than to be feared, and by attempting to open the lines of

communication among residents went a long way toward effecting the change that I a long term resident see today. There is a greater stability of neighborhood and of the commercial district, and when after the first rash of racial incidents the Clergy Association was looking to connect with a community organization, the Community Relations Committee was in place.

So what brought about the recent rash of incidents? It is my feeling that when it was no longer fashionable to bad mouth minorities publicly, when change and difference no longer had bad connotations, when your next door neighbor was just as middle class as you, black though he might be, then the intolerance was driven underground to simmer and erupt in sporadic acts of violence in the wee hours of the night for there is no doubt that prejudice still exists in many residents--not a sizable perhaps, but enough to make a dent.

Initially treated lightly by law enforcement agencies, it was not until their numbers and intensity increased that serious attention was given to tracking down those responsible. It is not my intention to get into the rights and wrongs, pluses or minuses of the law enforcement agencies. Rather I would focus on the reaction of the citizenry at what they felt was a lack of progress for the local administrations became followers

rather than leaders as the outraged citizenry took the ball into its own court.

Two years ago the Clergy Association sought cooperation from the Community Relations Committee, Maplewood Friends, and the South Orange Civic Association in the sponsorship of a series of community forums held separately in South Orange and Maplewood. Though they share a common school system, the towns we felt were enough different to warrant separate forums. Out of these forums came a set of task forces focused on minority representation in government, interreligious, intercultural events, real estate, a human relations commission, after school programs, and several others. Yet the incidents continued until after a particularly violence filled Thanksgiving weekend. A joint community forum for both South Orange and Maplewood was called by the newly formed South Orange-Maplewood Coalition for Unity, which now included a fifth group with the original four, SOMC. The rest is history and others will treat it.

The South Orange I see today is much more interesting than the one to which I moved to 18 years ago, and it certainly is stronger and healthier than the South Orange of five years ago. The citizenry is more alert, proud of its diversity as well as of its towns. Neighborhood groups flourish and most importantly are in

place when a crisis arises prepared to handle whatever might threaten. And on any sunny Sunday you can find a street closed off and neighbors partying together because they care about one another. Real estate values have gone off the top, and houses rarely stay on the market for more than one week. We have been discovered by the yuppies from New York City for our big old houses and our convenient rail service. But that is not to say that prejudice does not still exist, for it does.

In closing, I would like to say that the question has been asked of me "Why do you do it? Why do you go to meetings night after night after you've worked all day long? What do you get out of it?" And my answer has been and still must be that you can make a difference. I've seen it happen. A group of citizens working together can make a difference.

Thank you.

MR. BALCH: The last presenter on this panel will be Ellen Greenfield who is the President of Maplewood Friends.

ELLEN GREENFIELD: As a representative of Maplewood Friends, I need to tell you that this organization began six years ago in response to a certain tension felt in the community. Our borders, Irvington and Newark and Orange,

had resegregated, had become from predominantly white areas to predominantly black areas. It was white flight. When a white family saw that a black family moved to the block, they moved out. What we did in setting up Maplewood Friends was to establish a group within Maplewood that would have multi-racial, multi-ethnic participation that would present programs, that would be also a forum for people to express their points of view, to have an exchange of ideas.

At that time there was some talk of bussing between two school groups. One school in South Orange. One group in Maplewood. The Maplewood group had less than 1 percent black and minority enrollment, and the South Orange school had I believe at that time it was about 20 percent. Overhearing conversations you could tell that the people in the predominantly white school were saying the same things that the black families in the other school were saying. But they weren't saying it to each other. There was definite separation. We feared the same would happen to our town that people would not communicate, would not work together and, therefore, the establishment of Maplewood Friends.

Several years ago when the rash of incidents became public--and that's not to say that they never existed before but the incidents came to public attention--Maplewood established a reward fund to offer

money to anyone coming up with a lead to as to who might be doing these incidents. No one came up with anything. We had collected about \$1,500 from the public. About a year later the town leadership, a year later, started a fund, and I believe that's up above \$10,000 including our original fund. No one has come forth to claim the money, although information can be given to the police anonymously. Money can be picked up in a trash can in the park if necessary. The person need not identify themselves. No one has come forth to collect the money.

I had several statements as the leader of Maplewood Friends in the newspaper saying that Maplewood and South Orange would not tolerate such acts of vandalism, and then our house was vandalized. And the same evening that Mr. Calloway's house was vandalized, and our names had been in the paper, the local paper quite frequently making such statements.

We have worked closely with a whole list of human relations groups. One who has been of particular help has been the U.S. Justice Department's Community Relations Committee. Tim Johnson has been our link, has been quite a support for us. When we established the community forums with the National Conference of Christians and Jews, the ones that Catherine has just mentioned, one forum task force was looking into setting up a Human

Relations Council, which we still hope will become effective. A proposal has gone to the leadership in Maplewood suggesting that we could use such a council, a council that would be responsive to the community, to any thoughts of discrimination, to educating the community in ways of working together, being together. That is a hope of ours right now.

As a coalition the five groups working together sponsored a very impressive series of programs in honor of Martin Luther King in January. Before you you have in that black book the press clippings for the community forums and then for the coalition of five groups. They are together in chronological order.

Our latest project has been Harmony Day. Harmony Day was funded by the community. A letter went out to every resident of Maplewood and South Orange. About 600 people responded, and at this point probably close to \$10,000 was collected. So we are talking about a community that is linked. That can be pulled together. The statement is "We will not stand for this." That's not to say that everyone in the community feels the way we do. The attendance was between 3,000 and 4,000 people. We're talking a population in Maplewood around 22,000, a population of South Orange around 15,000. An enormous

turnout. It was a marvelously successful day. The governor, the representatives of the federal government and the state government were there and made speeches and it was an ethnic festival par excellence. It was an extremely warm feeling. People have talked about it ever since. Fifty people participated in the planning. It is a first attempt, major attempt to move forward. The coalition will use the money collected to forward the task forces, to forward investigations and action programs in our community. We expect that the response will continue to be excellent. We have every reason to believe that it will.

We won't stop racism. We won't stop anti-Semitism. We won't stop sexism. We're doing the best we can, and I think we are doing a darned good job of moving forward together. I think we can be very proud of what we've done and we hope that the community support will continue. And at the same time I say this, I need to say to you that I went out of my house this morning and all four tires on my car were slashed. The police haven't had a chance to investigate, so the nature of this is not completely known. It may be something that happened within the street. We live on a road that is basically a private road, and there may have been other incidents. I cannot say it was absolutely tied to this, but it's something--

_____ : But this is the first instance that has occurred to you in two years.

ELLEN GREENFIELD: Thank you.

MR. BALCH: Thank you. We now will have an opportunity to address the questions and make comments. Let me begin by saying that I kind of perceive a dichotomy in the responses that have come from this panel. On the one hand when the discussion has been of community actions and activities that have gone on in the last few years, I get a definite upbeat tone of positive happenings, people feeling that the community is making progress. On the other hand, when we hear from those who have been victims of some of these acts, I get a sense, a feeling of frustration and to some extent of estrangement from the community. That leads me to wonder I guess two separate things.

On the one hand, given the kinds of problems the victims have experienced, what concrete suggestions might they offer in terms of things that the community could do in a practical way that would reach the difficulties in their own lives, some of which are not really obviously the difficulties of having to put up with incidents but the kind of psychological fallout that comes from incidents of these kinds.

And on the other hand, I'd like to ask people who have been involved in community work and, of course, in some sense people are in both categories at the same time, what could be done perhaps beyond, if anything, what is already being done to address the problems and the feelings, the legitimate feelings that have been created by the episodes of the last few years.

Maybe I could start with Sabin and Calloway.

SABIN: I think your question is difficult to answer. I'll give it a stab. I think what's lacking in what the four of us have been doing. And the four of us know each other because we are the same people who meet each other at all of these different things. And there are many others like us. But I mean we are very familiar with each other.

In my opinion, the thing that has been missing is the leadership of the leaders. Really missing, as far as I'm concerned. I can't sit here and say they don't care as everyone as said. I don't know, but I don't see that overt, that visible leadership.

BALCH: You're talking about the political leadership.

SABIN: All of the leaders. Political leaders, yes. Educational leaders.

_____ : Police.

SABIN: Police. Yes. Yes. And they have always, as Al says, been the followers not the leaders.

BALCH: The people in government?

SABIN: The people in government positions, right. And I think the community people like ourselves have been the leaders. And that's fine. We need to stay there. But we need, and we need it in a very visible, verbal way, the town's leadership to come out and say something. What I have heard is not concrete. It's just, "Yes, we understand that's happened, but this is not the Maplewood of old. It's a lovely town. I can't believe these things are going on." That's not what we need to hear. I'm not talking about us, because we know that. But that's what the people moving in, the people who are here two or three years.

Something very interesting is that many people in Maplewood who are not involved in community activities did not know these things were going on, because everybody doesn't read the News Record, which is our local weekly newspaper. Everybody doesn't read the Star Ledger, believe it or not, and we only made that when something

really big happened. If there's a representative of the Star Ledger here, you know, you may want to listen to that.

So there has to be a way to get the word out to the community that the leaders of this community along with the--I'm talking about the elected officials and the people in government along with the community leaders, yes, are very much interested in finding out what happens. I think if you asked us that question all individually, at least I hope that would be the thing--we don't feel that that's happened. At least I don't^{feel} feel that it's happened.

BALCH: _____ following what you're saying and what Mr. Calloway has just been saying has there been within the school system and also has there been within the police enforcement system--Mr. Calloway I think referred to the sensitivity training sessions which have been available and have been given in every county in New Jersey up until now--has there been that type of sensitivity session within the police departments within your neighborhood, number one? And, number two, within the school system starting with the grammar school? Has there been courses or programs involving children starting at the very youngest classes and, depending on the age groups, through the high schools--have there been programs

on understanding the multi-racial problems of this particular community and all the other sensitivity sessions that people have to go through so that one can understand and accept differences within our own culture? Has that been implemented at all within the system either in a small way, moderate way or large way?

SABIN: I'd like to address the question about the school system, being a member of the Board of Education. The answer to that is no. It has been addressed in a very minor way on an individual level on the basis of teachers and people who care. We had an assistant superintendent who cared very much about that kind of thing. He was a black man, not perceived very well by the powers that be in the school system. There are a lot of things. I could sit here and give you chapter and verse of things that have happened to my children and to other people's children in the school system that you have to be there constantly. You have to be a watchdog for your children so that they don't get this kind of action.

Quickly I'll just give you a very quick story of my son who was a merit scholar and in an AP journalism class, and the New York Times puts out that educational supplement every year, or twice a year, and I said to Chris as he was looking for colleges, "There's two

wonderful articles in here about searching for college and your first year." I said, "You should read them." He read them. The next day--he wouldn't have normally read them. The next day he went to class, and the teacher said to the class of 15, "Did anybody read that article in the New York Times yesterday?" He raised his hand. He was the only one. She said, "You did?" And he said, "Yes, I did." She said, "Well, if you read it, tell us about it." He proceeded to tell the class about what had happened in the article. She said, "Well, it appears you read it. Now, since you read it, tell us who the author is." He said, "I have no idea who the author is." She said, "You're going to--"

[End Tape 1, Side A]

CALLOWAY: The problem is simply this. When the issue is hot, you get a lot of "Yes, that's right. We will do it." And even the beginnings, and then it subsides and nothing is sustained. And you cannot--I repeat--you cannot bring about the effective change that's needed in the school or the police or the fire, which by the way all of the statistics if you were to examine illustrate that we have not included minorities effectively in their program. We were told at the school board meeting that

they would have to hire all minorities for the next five years for every vacancy in order to meet the state criteria for affirmative action.

The same thing would hold true for the fire department. The same thing would basically hold true for the police department. Okay? And we examined all of the other agencies of the government and found those things to be wanting, which again is an illustration of the leadership and the fact that one has been in oh, in excess of 20 years and has not sought to incorporate minorities into the main stream of the political structure of the town of Maplewood. Well, I won't say--and I don't know how long Burke's been in but at least 12 years. And he is making an assertive effort to bring about a change in South Orange.

The issue of addressing sensitivity whether it's racism, sexism has not been implemented, and if it has, it has been sporadic only brought about through the pressures applied by the leaders of the community. We brought to the school district a fellow by the name of Dr. Lee Johnson, who in fact did conduct what's called SLS, Strategic Learning Systems, which talks about affirmation and the value of affirmation and reaffirmation. He was brought into the school system and dealt with the high school students who in turn went and dealt with some of

the elementary or middle school students. It's been a handful of people. It's one time, and that will not do it.

Yes, we are constantly making recommendations. I recall Ellen presented a program free of charge to the school district, to the superintendent, and he categorically refused it, and I positioned the question to him and he felt as if he was being pressured. It is something that needs to be incorporated in the curriculum and the training that should be done not once a year or twice a year but no less than quarterly. And it should become a matter of how you do business at all fronts. And that is not occurring. And until that occurs the changes will not happen, because you have attrition taking place and, for example, the players that we may have dealt with last year are not the same players this year and consequently you're starting from ground zero all over.

_____ : I'd like to speak to that one too.

BALCH: Just a moment.

_____ : I'm sorry. It doesn't matter with me.

_____ : I just wanted to say--what Al has said is absolutely so, and there have been a handful of teachers

or administrators who have interest in this field and have gone off to do their own thing. It hasn't been administration policy. The core group, the group of students who worked with Dr. Johnson working ongoing program in the elementary schools, but I think only in two elementary schools. There's a teacher of the second grade in one school who does wonderful things in this regard. There's a teacher of the third grade in another school. It's all very spotty. One of the task forces that we have set up in our initial project with the National Conference of Christians and Jews has a schools group that looked into separation by race in the high school. Why are there black tables in the lunchroom? Why are there Jewish tables in the lunchroom? Why is there not a mingling? They have a number of projects that are underway and looking for other projects including an after school kind of environment for kids to go to mingle, kids of different interests, different backgrounds. They have a speakers network to bring a variety of successful people from the community in to the kids to see, to understand that anyone, everyone should strive for what they want.

This is all volunteer effort. This is all coming from basically our community effort. That's the point I want to emphasize.

_____ : Yeah, I want to echo that. As a white resident, I too feel that the leadership has been very strangely lacking. I asked myself, "What would I like to see?" And I think what I would like to see is some of the leaders get up and say, "This is intolerable. We won't tolerate this." I mean this is verbal, I realize, and you don't stop vandals with words, but I think you do set a tone. You create a climate. And if you say, "We will not tolerate this," and you make it very strong, you just might at least reassure some of the people who live in the community.

I, as chairperson of the Community Relations Committee, have been hassled as stepping over the line as perhaps going above myself for being this involved in things. I should approach the administration first and ask permission to do what I'm doing. I feel almost as though I have to fight on my home ground as well as against the evils of racism and vandalism. It's almost as though we don't want to come on too strong against this kind of thing.

I also want to say that the law enforcement and political figures do come out of the society, and they too I am sure have very mixed feelings. I don't think everybody is 100 percent unprejudiced, and I expect that by sort of dragging their feet they are indicating their

own ambivalent feelings. There's still a we-they attitude, I fear.

_____ : Has anybody been arrested in Maplewood in 17 years?

_____ : No.

CALLOWAY: That was a point that I was about to make in terms of what can be done. One of the things in closed session we pointed out, it may be the fact that no one has gotten evidence, no one has been caught because the perpetrator is within the system. And it was like it was the worst thing that could have been said. And that was being addressed to them in private before a public meeting because the accusation in a public meeting would create a fear, and that wasn't my intention. My intention is to say, "Let's investigate our own house and clean it if it needs to be." And, you know, they closed ranks. That's why we asked that the FBI become involved as an outside resource looking at those who are examining and investigating.

That's just one. The sensitivity is clearly another. But all of this change does not occur unless you have contact. And that means that you've got to involve

minorities in all aspects of the community. And that has not happened. And that continually represents to me to be a great deal of what the problem is. And as long as there's ignorance and fear we're going to continue to have the various prejudices that we witness. So until those things are addressed in terms of training, education and involvement, we're going to be sitting here and our children's children will be sitting here.

_____ : Do you have a Mayor council? How many council persons?

_____ : Five.

_____ : How many black?

CALLOWAY: Zero.

_____ : How many blacks on the police force?

_____ : One.

_____ : Out of how many?

CALLOWAY: Fifty-three, I believe.

_____ : What's your black population?

_____ : This is Maplewood.

_____ : This is Maplewood you're talking about.

CALLOWAY: In South Orange you've got 5 out 55 police. That's why I say Burke has start to change. We did a complete study on that, and I think I provided that information to this committee. It's a complete breakdown. We have less than 3 percent involvement on any level. Okay? And our representation is anywhere from 7 to 10 percent on all levels.

_____ : When you talk to them, why haven't they arrested anybody? What do they tell you?

_____ : They cannot find any evidence.

CALLOWAY: No evidence.

_____ : They have to catch them in the act.

_____ : I think you probably need to ask the police directly, because I'm not sure we're privy to their

information. As I said, no one has come forth to claim the money. We all have our own fantasies of who this could be. And a child's, a teenager and an adult combination probably seems to answer the bill. Someone has collected names and read newspaper articles. Someone is very agile and sneaky. And the police have people they think are definitely the ones, but they need to have a witness and they say they need to have--to catch them in the act. And that's where they stand.

_____:

_____ : That's what we asked too.

CALLOWAY: I got the call from Ellen today, and I know I hadn't even said anything. I did in fact go down there and activate a telephone squad as soon as I got the call which alerts all the members of SOMC, and no one knew that I was coming here even on the executive board, which says that I don't know how this information is disseminated, and then I looked at this agenda and I said, "Well, a lot of people knew." Okay? So as a result you just don't know as to how this information can be disseminated.

After Harmony Day--oh, by the way, on Harmony Day,

and I don't know if this was mentioned, there were at least four crosses burned and disseminated in our community.

_____ : During the night before.

CALLOWAY: The night before. They were burned at the--wherever the perpetrator work and then brought and put in place as opposed to taking the time and burning them at the locations which is what they had previously done.

_____ : Where were they found?

CALLOWAY: At three homes and one at the site at the memorial park in Maplewood. Now, I am told that--

_____ : Were they at the homes of the people who had been conspicuous _____?

_____ : No, that's the strange--

_____ : Were they a minority--

_____ : Yes.

CALLOWAY: Yes, they were black.

_____ : All black?

_____ : All black.

CALLOWAY: In addition to which, I just learned this morning when I started calling on the telephone squad that someone was interviewed on Kay Payne's program right after Harmony Day. Their home was in fact written on. However, the neighbors went and painted over, so you see that's why you get a sense of community involvement but that's always why you get a sense of anger and outrage on the part of victims.

_____ : Now, Al and I were both interviewed on Kay's show and so far--I haven't been home in an hour--nothing has happened.

_____ : When was that interview?

_____ : The day after, two days after Harmony Day.

_____ : That's an understatement of a terrorism act. The burning of a cross is illegal.

CALLOWAY: All of which is illegal, but it doesn't seem to deter the perpetrators.

_____ : And none of us were notified. Nobody knew about this cross burning the day of Harmony Day. It was a complete surprise to the people who were organizing, and that's the kind of lack of communication that there is. I mean I found out from the newspaper, you know. It's crazy.

_____ : I'll be on the cable the week of the 23rd of June, and I'll check in with you after that.

CALLOWAY: The previous times that Ellen and I and the Chief of Police and two victims had been on Kay Payne's program, shortly after that airing was when our homes had been vandalized. So again, you know, when you say "Is it kids?" which is what the initial inference was, you have to say that kids aren't watching public TV. They're watching Mr. T or whatever. This gives you some idea that there's collusion between the youth and the person or persons who are masterminding it.

_____ : Well, an adult mind with a kid after.

_____ : After 17 years you've grown from youth to almost senility.

[LAUGHTER]

_____ : In some of us.

_____ : I think I'm going home.

CALLOWAY: One other point that I don't know if it was made and that is that the most recent incidents of writing on the homes, there were in fact threats that they would burn the next time. And this is taken to this point of senility to another level of hatred.

_____ : When did those in fact occur?

_____ : Thanksgiving time.

_____ : Of '85.

CALLOWAY: Yes, around Thanksgiving.

_____ : There hadn't been threats up until then although a lot of us had some fears especially when some people related it to KKK and talked about KKK incidents in the area, and at that point whether it was expressed in the painting or not, we had a certain amount of fear.

_____ : No one had received phone calls or mail at this point.

CALLOWAY: Oh, absolutely.

_____ : Oh, yeah.

CALLOWAY: You just disregard that.

_____ : Oh, yeah. Oh, sure. I receive phone calls.

CALLOWAY: I mean that's something that happens so constantly. I mean my phone will ring. People have called with nasty comments. People have called with messages that they are having relations with my wife, you know. I mean, you name it. It's happened.

_____ : That's a way of life.

_____ : Yeah, I get it too.

CALLOWAY: You just learn to live with it, which is the worst thing that should happen to you. Sabin mentioned the fact that her daughter didn't want to go out. Now that time sort of diminishes that fear. That fear remains. It does not go away.

_____ : It pops into your mind.

CALLOWAY: Yeah. I was driving down Park Avenue one morning, and automatically looked to the home that had been vandalized. I mean it's just something that's there. You can't erase it. It's like me trying to tell you the holocaust didn't occur. You can't forget that. That was in '47 through--I mean '37 through '47 or whatever in the timetable. So those things when they happen, yes, you do have a way of letting it diminish in terms of your initial fear, but that psychological impact prevails.

Balch: This has been a very informative and disturbing panel, and I'm sorry to have to, for the sake of time, bring it to an end. Unfortunately, though, or fortunately, whatever it is, in getting a variety of perspectives we have another panel scheduled.

_____ : Those of you who have any written comments, would you hand them in?

_____ : Sure, you can have mine. Yeah. If you can read them, you're welcome to them.

_____ : _____ if there's any materials you have you'd like submit in the coming weeks or days,

we'll be happy to add those as well.

_____ : Oh, good. I didn't know that. Yeah, I have some additional thoughts.

[General background noises and conversation.]

10:10 AM PANEL II

COMMUNITY LEADERS & ADVOCACY ORGANIZATIONS

BALCH: Our second panel consists of the Reverend Charles Thompson, Rabbi Jehiel Orenstein and, Reginald Jeffries. We'll work according to the order on the program. So, first, I present you with the Rabbi Jehiel-

RABBI JEHIEL ORENSTEIN: That's wonderful. I'm impressed.

BALCH: You're representing the Clergy Association?

ORENSTEIN: Yes, I was president of the Clergy Association for I believe two or three years during this period, and I gather you want facts and impressions--

BALCH: Your sense of what's been happening in the community.

ORENSTEIN: Okay.

BALCH: What congregation do you represent _____?

ORENSTEIN: I'm the spiritual leader of Congregation

Bethel of the Oranges and Maplewood at 222 Irvington Avenue. We border nearest I guess to Ivy Hill area.

BALCH: Are you in South Orange?

ORENSTEIN: We're in South Orange. I have a home on Grove Road that belongs to the congregation, and I guess my claim to fame today is that my home too was on the eve of Yom Kippur when I was in synagogue for the, I guess the holiest time, my windows were broken, following a show that I initiated interviewing my neighbor, who happens to be black. He was born in Africa among 13 children in a tent and now has two doctorates and lives in South Orange, and I thought his story was very interesting. And I interviewed him at Columbia High School. And then we got on cable TV. And then my windows were subsequently broken. I believe that everyone in our town who has publicly associated with the blacks with the exception of Rev. Thompson who is very much under suspicion has had his home vandalized. [LAUGHTER.]

Seriously, to give you a picture I've been in town for 15, 16 years. When I first came to town, there was a rift between Catholic, Protestant and Jew, and I thought my first task would be to build the religious community. And we arranged Thanksgiving services, and I instituted

ten years ago a Holocaust service for the whole town where we light 11 candles, 6 for the 6 million and 5 for the non-Jews who were killed by Hitler during the Second World War. And this brings the town together on two occasions religiously. In April and at Thanksgiving. And this has been a wonderful way to begin to build and help each other.

The Clergy Association I think has been totally successful. I'll let other judge, but I believe we have the finest feeling among those who come regularly and have built a warm sense of community in our town. It's clergy of Maplewood and South Orange. We have not succeeded in crossing the black-white line I believe, and that takes effort and time. But this year at the Holocaust service the major speaker was Rev. Jones, and he made a deep impact. There were more blacks than usual. The service took place in Rev. Thompson's church, and I wrote the service and it was I think a great success for the town in that we had choir--black and white, churches and synagogues--singing together in memorium for those who died in the Holocaust.

These sort of things require meetings beforehand, and in the meetings people get to know each other and there's an interchange. I was not happy. I was not at all happy with the situation black and white. I therefore called upon the National Conference for Christians and

Jews, and they have in this area a Jewish leader who is black, the best of all combinations. He came in, and he began talk groups. And I think Charles carried the ball here better even than I did.

And out of this came some of the most beautiful events in our town's history. I dedicated myself working principally in the committee for Martin Luther King celebration for I felt if I don't work for that then why should the blacks begin to work for the Holocaust. We've got to understand each other's problems, each other's joys and each other's sorrows. And it worked. I think I made some fast friends from the Martin Luther King, Jr. celebration. I was privileged to know, to hear Martin Luther King, Jr. in person and to walk with him on certain occasions. And that feeling plus the feeling that grew from these meetings, I think, have helped us no end.

I was with Harry Belafonte, Jr. the other day, and he said, "Rabbi, I've heard that you've stopped breaking windows in your town. You've gotten all the mileage out you can out of it." And it's absolutely true. Whoever this maniac is has finally and absolutely brought the best elements of our town together, because the sense of South Orange and Maplewood is "We are not going to be bullied by these fanatics into losing what we've built up so slowly." And there's a tremendous feeling I believe that

we are going to continue these wonderful events that I believe came out of the National Conference of Christians and Jews at discussion groups. Harmony Day, Village Aglow were two of the most beautiful events in our community's history. And they said everything that we've been trying to symbolically say in the best way possible. It was supported on the highest levels of government, and I believe that it's a paradigm that can be used for other communities. It's in the nitty gritty community work, the evenings spent by people struggling with each other, just getting to know each other, erasing the stereotypes, and seeing the person, followed by events and given--what shall I say--a grace note by the maniacs who really stress others.

I have spent a night with a black woman who said that her husband worked nights and she was just too afraid after they wrote on her house "Next we'll burn you" to sleep at night. And other clergy have joined me in that task. We've gotten to know people and to help through hard times, but the plus that has come out of all this is the genuine feeling among the community leaders and lay leaders and clergy that we have begun to see the positive results from all these sorrows.

Just a fact. Maplewood was written off 15 years ago real estate wise. No one said, "Don't buy in Maplewood."

You can't touch a home in Maplewood for under \$200,000 today. In my neighborhood blacks sell to whites, whites sell to blacks. It doesn't matter once you pass the \$300,000 level for a home. People have faith in the community, and that has come from all these organizational steps.

I believe we owe a great debt of gratitude to Rev. Thompson who, although I was president of the Clergy group, he was the one who was in there nitty gritty, and I'll be anxious to hear his report. He always prepares notes and is much more thorough than I am.

BALCH: _____ . Reverend Charles Thompson representing the Clergy Association. What is your church?

REVEREND CHARLES THOMPSON: First Presbyterian and Trinity Church in South Orange.

[End of Tape 1, Side B.]

THOMPSON: As was mentioned, there was one instance of which I am aware where the victims were Jewish and white and another instance which has not been mentioned where the victims were a white gay couple. Whether in all of

these incidents the perpetrators were many or few, a conspiracy, or persons acting independently, the sense of many in the community with whom I have spoken is that apprehending the perpetrators has been much too slow a process. Perhaps there have been legal reasons or manpower reasons for this slowness. We are told that. Or perhaps the incidents were not deemed to be of significant importance.

I know for a fact in the case of the gay couple with whom I worked they were able to identify the youths who were harassing them, yet the police made no arrests. Again there may have been legal reasons for this. That is what the victims were told that they had to literally catch them in the act. Yet, those two men who have since moved from South Orange firmly believed that in truth there was no strong desire to deal with the matter seriously.

This perceived apathy and the lack of urgency in meeting this brand of terrorism reflects I think some attitudes within our towns, which if they do not encourage such destructive behavior certainly permit it. And I would like to take my time briefly to give some examples of these attitudes, outline what I see to be some of the causes, and then suggest some ways by which we might respond to these attitudes.

I've live in South Orange for 9 and a half years as pastor of one of its churches. During that time I have heard some very subtle yet significant comments and observed practices by residents and others who work in the community which to me speak volumes about a basic unhealthiness that is prevalent in our two communities. For example, I have heard people say that they remember Newark and Orange and East Orange when they were nice cities. "Now, look at them," they say. "We don't even go there anymore." Now while they may be aware, or may not be aware, that there are certainly many reasons for urban decline, my suspicion is that a direct cause and effect is set up in many of these minds of white people because blacks have moved into these cities.

Others have said, "You know, there are more blacks on the streets and in the supermarkets of South Orange than ever before." Now, to single out one group in this way is in my opinion not the conclusion drawn from some objective poll that these folks have been taking, but rather can be a way of saying that things have changed and we're not so sure we like it.

A few years ago my son's bicycle was stolen from under him by a black youth. The investigating South Orange policeman said, "Well, you know how they are." Even well intentioned people will say, "We have black

neighbors, and they're very nice." The inferred assumption being that we do not expect black people to be nice neighbors.

Of course, there are also less subtle comments. A local clergy person--not in this room--off handedly referred to Asians as those "slant eyed people." Since our particular church has made it clear that we have welcomed gays into our fellowship, some of our members have also made it clear by their comments and their withdrawal of support that they want nothing to do with such people. There is little or no attempt to understand the gay lifestyle or to separate fact from fiction. They simply outrightly reject them.

Following that large and well publicized community meeting last winter from which the Coalition for Unity sprang, a woman from Maplewood whom I did not know called me. She was irate that we were making such a fuss over the incidents of vandalism. She made it clear that while she deplored that vandalism she also added, "You know, 90 percent of the crime in Maplewood is committed by blacks. Those kids from Irvington have been tearing bushes from my lawn for years. Nobody raised a fuss when we were victimized." Now, while a fuss perhaps should have been made in her behalf, any failure there does certainly not justify our being silent now.

But in addition to such individual attitudes which reflect I think certain prejudice and insensitivity, there are impressions given also in more public forums. Local newspaper reports of crimes against persons, for example, muggings and robberies, et cetera, will mention the race of the suspect. For those who already have a prejudice, to know that another crime was committed by a black male youth simply reinforces the prejudice that black male youths are dangerous. The same effect, I suspect, is not achieved when the suspect is identified as a white male youth.

Mr. Calloway already referred to another incident where a well dressed professional black man was waiting for a friend outside a local restaurant. Someone became suspicious, called the police, and he was taken away in handcuffs. Would this have happened if he were white?

Although South Orange officials have worked to correct the imbalance, there are relatively few persons of minority races in governments of the two communities. In elected positions it may be that they chose not to run or are not encouraged. With regard to appointed positions, it is clear they simply have not been appointed, even though I understand there are willing and qualified candidates.

The reasons why such attitudes and practices exist are complex. Old gods are crumbling. Those who take some

finite attribute like race or religion or political ideology or lifestyle and elevate to ultimacy are being challenged. That certain people are privileged because of race, sex, religion or whatever has come into question. The security of the old myths of a homogeneous community is less real. Our world and our nation are smaller. We are no longer able to remain isolated from other people. In many cases this change has been very rapid, and as a result some individuals and whole communities have not been able to adapt. They are not prepared for the changes nor have they had the mental or spiritual resources to cope with the changes. There are those who are afraid of the unknown, of that which appears to be different from that which was always assumed to be right and true and good.

Because these old gods are crumbling the need for security blankets prevails. These blankets take the form of old prejudices and stereotypes while others fight back with words and actions trying to destroy that which they perceive to be the enemy, those others who have challenged their gods. However, all is not lost. There are others who do not cling so much to these gods. These are they who are able for whatever reason to transcend the narrowness of my sex, my race, my religion, my ideology. These are they who have a more durable security and are

able to have greater vision. These are they who are able to work in groups such as the Maplewood-South Orange Coalition for Unity and are able to plan and make possible such events as Harmony Day.

Maplewood-South Orange Coalition for Unity has at present three focuses. One, aiding in the apprehension of the perpetrators of vandalism. Two, aiding the victims of the vandalism. And, three, enabling our communities to live together in greater harmony. Although a particular coalition is in existence, its present composition, goals and objectives are not inviable. It may and should evolve into something more. In any case, a group such as the coalition needs to continue. Men and women with sensitivity and vision working to build a community where diverse people seek the common good through a process of rationally self-controlled behavior, common purposes, faithfully served, pledges kept and hoped for goals achieved and action together must always continue.

With this in mind let me suggest two or three specifics. First, a Coalition for Unity type organization must be encouraged and supported by private citizens, the local press and other media as well as public officials. The expertise of individuals, the influence of the media and the agencies of government need to be made available to aid a grassroots community organization of this

caliber. Personal animosities, purely self-serving interests and envy because someone else thought of a good idea or devised a workable program must be set aside in favor of what is best for all residents of the community. Many of us feel that we have not received the kind of support, especially from elected public officials, that an organization like this needs. I must say that the local press I think has improved in its attitude and its policies regarding the kinds of issues which we are interested in addressing.

Secondly, a Coalition for Unity type organization must also consciously work through its own internal conflicts. When egos collide, when personal and smaller group agendas conflict, when everyone does not get his or her own way, when trust levels are sometimes low, ways of resolving these differences need to be found. Facilitators in groups dynamics perhaps should meet with the coalition as this group goes about its business. When a coalition type organization can begin to resolve its own differences, it can become a very helpful model for the community at large if the community is willing to see the coalition as it progresses.

Thirdly, a Coalition for Unity type organization needs to work closely with the various elements of the larger community, for example, governments, schools,

religious communities and civic organizations, to bring about the hoped for goals. Such a coalition should not be thought of as the expert of telling others what to do but rather be a vehicle by which these various elements may interface, communicate and work together.

A variety of specific objectives may also be considered. First, organizing and supporting existing programs, some of which have already been mentioned, for example, the Martin Luther King, Jr. birthday celebration, the Holocaust observance, the Thanksgiving service, the Fourth of July celebration, and in South Orange on-going conversations with Seton Hall University.

New programs also may be developed where people come together and simply meet as individuals apart from controversial agendas. At one of our planning meetings for Harmony Day someone made the comment that "a Harmony Day is really not what we need, it is not sufficient." I agree that it is not sufficient, but it is the kind of thing that we very much need. For example, we need neighborhood get-togethers. We need block parties, ethnic festivals, arts and crafts fairs, music throughout the year in the business district of South Orange. Shared celebrations which touch upon our religious heritages such as the Village Aglow in South Orange where last year we were able to tie together Hanukkah and Christmas themes.

Open home tours in our community need to be reestablished, and I understand that is going to happen. Historic walking tours need to be established.

Merchants and town governments need to give thought to making the business districts friendly spaces for people instead of simply places where one goes and spends money and sees people as objects who are unknown to them. Space need to be given for the business district to become more friendly. There there might be more consideration to keeping the streets clean and really spending money for that. There might be ways of making the shops more attractive, for establishing outdoor cafes where people are able to come together around such festivals and in an attractive friendly atmosphere in the streets and parks. We feel safer with each other I think and in fact the whole town may as a result take on a more hospitable atmosphere.

Other programs may be developed where the issues before us are allowed to be explored in greater depth. For example, public forums where we may learn about each other's religious and cultural heritage or where we may consider such matters as the nature of prejudice or the sharing of political power. How do the people in our communities who feel powerless get to the places where decisions are made? There seems to be a limited way of

doing this at this point, and it seems to me we all need to explore how that might be improved.

Secondly, there could also be small group meetings in homes where people could address their feelings about community change, where they could discover their own and other's hopes and fears as well as disappointments and frustrations. Those who are in positions of power know what their hopes and dreams are for a community, but do they know what the hopes and dreams of newer people moving into the community might be? And we need opportunities I think in small groups to have time to share this.

These are but a few examples of what I think might be done, but regardless of what we do one absolutely necessary factor is that we keep working together. Some of us are getting tired of meetings, but they are needed. Some of us are tired of hearing about who gets credit for what and who is doing what for political reasons, but these are things that need to be worked through. Whether we argue with one another, which we must, whether we grit our teeth, which we must, whether we laugh together, which we must, we must keep the lines of communication open. We must work together.

Our communities will not take care of themselves, and that was a comment made to me several years ago by one of our community political figures. "Well, the community

will take of itself." It will not. A laissez-faire attitude toward government or by the community should not be accepted. We cannot leave the work to others, even our elected officials. We cannot work in isolation, rather we must work together if problems are to be solved and true community established. Thank you.

BALCH: Thank you, Reverend Thompson. The final member, perhaps not the final member, but the third member of the panel is Estelle Verner who is representing, is going to read a statement prepared by her father--

ORENSTEIN: Mother.

BALCH: Mother--I'm sorry--Zeraline Verner who is a member of the South Orange Civic Association.

ESTELLE VERNER DAVID: My name is Estelle Verner David, and as you mentioned, I'm representing my mother who wasn't able to participate today. And on behalf of the South Orange Civic Association, which my father Dr. Edward Verner is the president, I'll make a presentation to inform you of their perceptions regarding the vandalism that took place during the recent years in the South Orange-Mapelwood communities. And afterwards I will make

a few comments myself. My family has lived in South Orange for 23 years, so I have seen a transition here personally.

During the mid-50s when we moved to New Jersey cities all over the nation were in the process of transition. Some cities were difficult to penetrate and minority housing was almost non-existent. Although South Orange had a few, a small black population, new housing for blacks were almost unavailable. Twenty-three years ago in the midst of the civil rights era and a general nationwide unrest, we moved to South Orange. We later learned that efforts were underway under the auspices of the Fair Housing Commission to deal with the racial crisis, especially as related to housing. This group of black and white citizens were instrumental in breaking down many of the restrictions in housing for minorities and in creating a climate for acceptance of blacks and other minorities into communities where they were formerly unwelcome.

Out of the Fair Housing Organization the South Orange Civic Association was formed. One of the purposes of this organization being to increase communication between ethnic groups and the creation of a common ground for efforts towards a better community. As long as the black population remains relatively small, there seem to

be a few racial conflicts. As the black population in the towns grew, so did evidence of racial unrest seem to surface. We look upon the vandalism as evidence of unrest, although on a limited, sporadic basis.

I'd like to just comment. When my family moved to Stanley Road, there was a petition that had to be signed by all the residents, the white residents, saying that they would not move and sell their homes because a black family was moving on the block. To me, I took that as a child--I was like a 9th grader--I took it as the height of insult, but that was the tone which when we moved to South Orange existed.

When the Clergy Association of South Orange and Maplewood invited the Conference of Christians and Jews to facilitate workshops for the purpose of aiding these communities in transition to adjust to the change in ethnic makeup they were experiencing, the South Orange Association joined the four other community organizations as participants in on-going programs to do whatever was necessary to provide for harmonious, peaceful living. It is our perception that the overwhelming response of both the South Orange and Maplewoods residents to the May 18 Harmony Day is evidence that cooperation between elected and voluntary community organizations is imperative to the achievement of harmonious racial living. We recommend

that such endeavors be encouraged and expanded to include not only the local communities but communication and understanding must be established within the greater New York area, as informed unified citizenry is the best defense against vandalism and other symptoms of racial unrest.

Now, additional comments that I would like to make are relating to personal incidences that have occurred. After Martin Luther King's death, the South Orange Civic Association began to have a birthday celebration which was held at the schools. Within the last two or three years that celebration had been disrupted by bomb scares which now has taken the format, the program as a joint effort, but previously when the South Orange Civic Association was sponsoring these programs, there was racial slurs that were placed on the building and created a lot of bad feeling as to why it was done, what kinds of disruptions were the intent.

I think that efforts such as Harmony Day, and there's been some efforts in the school system to begin dealing with the students. Columbia High School within the last two years--I forgot what the weekend is called--has begun having an exercise of interaction with the students in non-threatening environment. There are games and social interaction that break down the stereotype barriers.

I know that they've had a couple of meetings in homes where the parents begin to discuss some of these things, and I was able to raise some issues--I have a son currently who is in high school--and express some of the frustration in the cliques that exists. Now, normally in high school there are cliques. You hang with your friends. But this to me seemed to be a little extreme to where there's no mobility between the cliques. Either you were, as it's called, a jock or a raffer or, you know, lumped into these cliques and not able to interact. You couldn't have friends in more than one clique and that's a problem.

I see that a lot of that in expressing this in one of your parent meetings, a lot of people took it that, well, this is normal for that age and not understanding the extremes that are existing. I think with this program as we were being introduced to it began to make us see differences are okay. As Reverend Thompson mentioned, we are in a changing world, and there's a lot of resistance to diversity. America I think is moving closer to what it was supposed to be about, that you could come and be free to practice your religion, your culture, whatever your beliefs are. But there's a generational change that has not really happened. I see even within my own prejudices, my kids not having those same prejudices. There is a

generation before us--I mean in my lifetime I have seen black leaders killed. I have seen lynching. I have seen the right to speak for what you want questioned. And we still have people who still function on that same kind of mentality.

I think that more real life interaction, as you mentioned and as has begun in South Orange, more of that is needed because those stereotypes exists. And in my opinion I always consider racism as a mental illness, because what happens many times--there are other prejudices that exist as well. Going back to a school situation, there was a boy in my son's class who had a hearing problem, and his parent along with me discussed the problem with a particular teacher and we shared the problems of that kind of prejudice. I think that there will be some people we may never save, but I think there are a majority of people when given the opportunity to say, "Okay, you're Jewish, that's okay. You're black, that's okay. You're Catholic." We have different practices. I'm not going to become Jewish, but I can respect and appreciate your practices. And I think that although South Orange is being confronted with some very visible signs of unrest, we also need to realize that there are other kinds of subtle signs of discrimination that exist.

I remember that in psychology kinds of courses where they talked about if you told a plant "you're going to die," it would die. And there are subtle kinds of things that are going on that we need to make surface and address. We all have prejudices, and I think that it's a learning process for us who are willing to acknowledge that and deal with those problems and move on. And then perhaps those who are more extreme will more or less have to hide those prejudices and those actions.

I think the vandalism is an attempt to disrupt any kind of positive growth, and I think there is a sector that benefits from that kind of disruption. And I think that's essentially all I had to say, but it's very good to see that this process is going on. But I hope that out of this process we get some action because I don't think that we need any more academic exercises.

I remember during the 60s--one last comment--was that when the Civil Rights Bill was passed there were a lot of people who said you cannot legislate change. It is a social kind of order that we have to change how we relate to people. So that again I hope that this is not an academic exercise but we will action that do things. And the do things is that person to person interaction in many forms. Thank you.

BALCH: Thank you.

_____ : You represented your mother very well.

BALCH: If that was improvised, you improvise very, very well. Our last presenter on this panel will be Reginald Jeffries, who is the President of the local branch of the NAACP.

REGINALD JEFFRIES: Thank you. Ladies and gentlemen, it is my pleasure to be here this morning.

Much of what I can say has been said previously. NAACP has been involved the Oranges and Maplewood for some 73 years, and in particularly the towns that we are sensitive to today--South Orange and Maplewood. Persons of the Orange and Maplewood branch have been involved here in terms of the housing situation as well as various racial incidents.

Let us understand that racial incidents in South Orange has been going on for sometime. It's not a recent type of thing. There have been black families living in South Orange for some time, for years, and they have experienced a number of indignities. There was a time that blacks could not go beyond the railroad tracks in South Orange, and if they did, they would be picked up and

arrested. These kinds of things have happened.

We must understand that the recent outrage in the last five, perhaps six, years is because a number of new residences, that is those blacks who have earned enough and felt they should own a piece of property and wherever they could afford have bought homes in South Orange and in Maplewood. We have a certain segment of the community, however, who seem to resent that. These are persons who are no better off than those blacks who feel that they should not be there, and perhaps in our view this kind of feeling is disseminated we believe by some adult or adults to the youth, who seem to be the ones perpetrating the incidents of racial slurs, the epithets on houses, the use of baseball bats in the community, breaking windows in the community, slashing tires in the community. We feel that someone of that caliber has to be behind these situations.

And certainly we feel that these persons resent the new residences in their attire, their automobiles perhaps, the fact that they can look well, can buy good automobiles, can go to good jobs, can come home and be peaceful and not be bothered. These are, in our view, blue collar as well as some white collar workers. We know also that those persons, or those children of those adults, are what we call the hand-me-downs. That is that while blacks have to buy the house and pay mortgages the

whites are inheriting the homes and just pay the taxes. There's a differences in our view.

We also feel that within that community there is a microcosm of racial unrest, particularly at the Seton Hall University campus, which is in South Orange. Over the past several years there have been racial incidents among whites and blacks. Let's say since 1969, in fact, there has been racial unrest. And each year there has been some type of incident. This year it's no different.

To give you an example of some of the insensitivity of persons on that campus, approximately two years ago during the month of February, which is black history month, in Setonian, the college student newspaper, there was a picture of a black person hanging from a tree. It was done or presented by the Biology Club, and to hear the advisor and the persons in that club that they saw nothing wrong with that, didn't know anyone who would have any kind of insult to themselves, and also--

BALCH: In what context did that appear?

JEFFRIES: It was supposedly to increase the membership of the Biology Club.

BALCH: Was it a poster?

JEFFRIES: No, it was a picture right in the club--in the paper. Now that department has no blacks, no professional blacks in it. The excuse, of course, is that they could not find any professional blacks in biology to be a part of that department. We questioned that, and this year again when another incident occurred between whites and black students on campus, that question has still not been moved by the administration.

We might also go back a year in '85 when there was student elections, and a black had to run three times to win. Now, certainly that was too many times. If he won the first times, that's enough. There were questions and demands that there be another election held, and another election held. The administration seemed to go along with that kind feeling rather than be fair about the whole situation.

Perhaps they have learned, we hope. We've asked that the college community, the administration, the students, black and white, come together in dialogue to solve problems on the campus as well as to avoid any future incidents. They seem to have begun that dialogue. However, within I would guess approximately three weeks ago, another incident occurred on campus. This time a group of students, black students, were exercising or playing some stick ball near the dorm, and white

students--females this time--were throwing sticks and bottles and cans from the roof down at them and continued to do so until they went up on top of the roof and then they ceased that. This _____ college administration would seem to brush it off as just another kind of thing.

We believe that something is wrong with an administration that continues to do that over the years and that if this kind of thing continues there will be an incident where blacks will not lay back and come to us as the NAACP or even to the administration. And then you will have something that is far more violent than it has been. We expect the black student to go to college, get a decent education without being bothered.

Also, I might say that we have been involved and been connected with the black student union who is the monitoring organization on campus along with some black faculty. And they have kept us abreast of that campus. We feel there are students also that might be spreading out from the campus into the local community and also might be involved in some incidents that occurred. We might note that on the day of Harmony there was a cross burning, so someone still hasn't learned their lessons or someone is still insensitive to what we all are trying to do is put people together and keep people on an even keel

so that we all can live together.

We have apart from this in a sidenote in terms of South Orange and Maplewood branch other incidents have occurred outside of South Orange and Maplewood that might also be connected or as you do things other people learn things and do things themselves. In the town of West Orange, particularly in the high school have been racial incidents and racial epithets and for the use of organizing parents white and black and other ethnic group to stop this kinds of thing going on. Out of the total high school community there's 100 black and other ethnic groups, and so they are quite in the minority but they are also the kinds of people that seem to be the butt of racial epithets in the education part of West Orange and also not just high school but elementary grades, and we find that the staff itself needs training in human relations as well.

Going back to South Orange and Maplewood and the education part, we have a good relationship with the superintendent and I believe that he's on target and would like for his student body to be as good as any student body in terms of racial relations.

If you have anything you wish to ask me, I'd be quite willing to answer the questions.

_____ : Why do you think these acts are--and other

presenters have alluded to this--that they are committed by youths and not adults?

JEFFRIES: I believe the perpetrators, that is if you're talking about the mindset, is adult. I think that the youth, the young people, the young adults are doing it, and that somehow someone is putting things into young peoples' mind to do these kinds of incidents and to state to them, "Well, why should they have blacks living in South Orange? Why should blacks be doing as well as they are?" And as we can recall there's very blacks who've gone to Columbia High School, and now there's quite a bit there. And it seemed that they're talking about property values that will go down, things of that sort. And these kinds of incidences just spew a lot of fire and energy into young peoples' minds.

_____: You don't think there's no fire in the old folks that would do these things? I don't like to hear people blame everything on kids.

JEFFRIES: I think that's what's happening.

_____: I think that kids get blamed because they can run faster, and the ideas that young people have do come from the adults. And I would not be surprised if in fact

it is kids doing it that they're being set up by adults.

_____ : You seem to be suggesting that the perpetrators of the vandalism originate among the kind of blue collar section of the population. We, of course, don't have anyone who has actually been arrested, certainly no one who has been convicted, and while I kind of certainly have great respect for your intuition, wouldn't you think it perhaps is a little premature to designate exactly what the backgrounds of the individuals involved might be?

JEFFRIES: No. Personal incident, you know, I work among predominantly white persons in terms of my profession in the pharmaceutical area. But there is a person--he's passed now--but he expressed to me his feelings because a black family moved next door to him, and he said to me that this family has new cars. Now he at the time had a older automobile. In fact, they had two. During the week the wife would leave in her automobile and go to work with her papers, et cetera, and the gentleman would come out in his vests and suits and leave for work. And he asked the question, "How can they do that and I can't?" He also on Sundays, which blacks go to church on Sundays, they both were well dressed and left to go to church. "I knew where

they were going," he said. "They were well dressed on Sundays." And he feels that he has enough to do to keep his daughter in college and keep the roof over his head, and he wondered how these people, these new people can come up to this status and do the kinds of things they're doing. And they're not making any more than he is. And he expressed that resentment to me that they've done that. Then he said, "Down the street there's another family, and they also have a landscaper." Now he apparently doesn't have a landscaper, but how can they do that? And these are new persons who have moved into South Orange and Maplewood.

_____ : Well, your intuition may turn out to be correct, but I'm just saying that I think we have to a little wary about making inferential leaps with respect to whole groups of people, particularly when you're talking about a specific type of act. I mean we may hopefully be rather surprised when the perpetrators are caught who they are.

THOMPSON: Obviously we have to ask law enforcement agencies who their suspects are. What we hear is at best second had. However, I do know as I mentioned in my

presentation in the case of the gay couple the perpetrators whom they saw in action were youth. And with the suspect on their part that they were perhaps being encouraged by an adult.

_____ : I'm speaking for the possible class background.

ORENSTEIN: I'm sort of delighted and amazed by Mr. Jeffries' naivete. You have to know that there are prejudiced people around and that there are signs in West Orange with only a few hundred shouldn't surprise you. You must know that there's prejudice. The Bible calls it the dislike of the unlike, and that's why there's a commandment in the Bible, "Thou shalt love thy neighbor as thyself." It's one of the toughest commandments. I think we have to come back to the statement from the Verner family, which is a beautiful statement, and from the hard facts presented by my colleague. It's only through setting up a new sentiment and just making it not the right thing to do in your town to be prejudiced. And that comes almost with PR. It's a public, constant public relation job that we have to do, selling the new attitude towards--even a Protestant is welcome in South Orange.

_____ : White Anglo Saxon.

ORENSTEIN: White Anglo Saxon Protestant. Over 50 percent of the population Jewish and 50 percent Catholic and the other 50 percent being black [LAUGHTER] but we accept you as a token.

The point that I really want to make is that we will not change the truly prejudiced. And by the way, the reason we know they're youth is because they're just moving too fast for old people. They hit five houses in a hour in Maplewood and South Orange. You know that it's kids. The adults aren't moving that fast. But the point to be made, and it's the critical point, I think, is that we will make it bad manners to be prejudiced in our towns. And when we succeed in that we will have come a long way.

_____ : I agree with your statement, Rabbi, and besides liking cartoons I do watch Saturday shows, and in the media the kids are getting that that it's okay to be different. It's the adults, their parents and the grandparents and those generations that are missing that message, because the kids are getting all sort of messages beyond the school system by the media which makes everything, you know, God given almost at this point. That those messages have to hit those adults of that adult community.

ORENSTEIN: Let me just conclude. When I came to South Orange, I didn't wear--in Queens I didn't wear a Kippur all the time. When I came to South Orange, I put it on. So some of my members said, "You know, Rabbi, you're wearing this yarmulke, this Kippur during the day. A few of the Christian neighbors called us up and they wondered what's it all about." And I said, "It's a statement about South Orange is going to be 15 years from now that people can walk around proudly being their own religious group, their own race. I'm making it a little early, but you'll get used to it." I haven't taken off the yarmulke and I think the message is beginning to go through.

_____ : It hasn't gotten through the Supreme Court or the Army. [LAUGHTER] I would like to ask Mr. Jeffries. I was interested in hearing your comments which obviously you're really bothered about the situation at Seton Hall, which you alluded to it in some isolated youth incidents. But obviously there's a broader feeling on your part. Seton Hall does have a history of people being extremely understanding of racial differences, and I'm a little disturbed to hear that you feel there's an indifference on the part of the administration there. Would you care to go any further about that? I don't even know the

percentage of blacks in enrollment--

[End of Tape 2, Side A.]

JEFFRIES: --involved with the black faculty, the administration itself in negotiations for the problems that has surfaced this year as well as to avoid any such problems that may come up in the future.

_____ : So you do feel that through some of your efforts or other peoples' efforts there is a move on the part of Seton Hall to combat any incipient--more than incipient--fairly aggressive racial _____?

JEFFRIES: Yes, but only after the students themselves reached out of the college community into the branch and other areas to get some help did they begin to deal and address that problem. And we at that point asked that there be such a committee formed, and the students began to discuss their strategies and to ask the administration for such a committee and also attend to the incident itself that this grew out of that those persons--and I might say the one--it was quite unequal in terms of one student who was banned from the campus and another student--white--who was also banned from the campus but

did not leave the campus, and the administration did nothing about that. And that began a series of things to equalize that situation so that the charges against that one black student would be dropped, which it eventually was.

ORENSTEIN: I've taught at Seton Hall, and I would say that it's better than most as an institution, but like all bureaucracies, it falls, sometimes it falls short. There are--with students there have black-white incidents--fights. But just from teaching religion there my sense is that they're trying to be as sensitive as they can. They've reached out to the community a very thoughtful South Orange-Seton Hall meeting. But just to give one simple example. There were five students who were Jewish, graduated from the law school, requested that the law school graduation not be on a Saturday, which they couldn't attend, and Seton Hall just paid no attention. For a religious institution I think that's rather insensitive. The request was made a year in advance, and the second year in a row that they've had it on a Saturday.

You fight and you keep making people aware of it. And only when you speak up, when you fight back they begin to notice. And I think that that's the way it's got to be. But to be fair, I think they're better, much better

than most in a sensitive institution. But there are some bureaucrats who have to be reminded of their jobs.

BALCH: Well, once again I think time is going to require that we _____ the panel. Very interesting panel as it has been. Thank you all and I hope you'll stay. If there's anything you'd like, other than what you've said, to contribute to the record of these proceedings we'd be glad to have any materials.

JEFFRIES: Can I just know where the proceedings go to from here?

_____: We'll form a commission in Washington.

JEFFRIES: Thank you.

[General background noises and conversation.]

11:15 AM PANEL II

LAW ENFORCEMENT

BALCH: -- Lieutenant John Reynolds, New Jersey Division of the State Police and Mr. Jeffrey Cartwright, who is Assistant Prosecutor representing Prosecutor's Office here in Essex County. So we'll continue with the same procedure _____ . Let us begin with Mr. McGinley. I understand that obviously you can't discuss the details of the investigation, but I think you could tell us a good deal about the nature of responsibility in an area like this and the types of services that your offices provides in cases involving communities like Maplewood and South Orange.

JOHN C. MCGINLEY: I do have a statement about our civil rights responsibilities. I would like to begin with that, and I do have a comment about the investigation that is germane to I think the Advisory Committee.

Let me begin by telling you that I appreciate the opportunity to come before the committee and to talk about our role in civil rights investigations. These matters--the investigations are among our most important, and they are conducted each and every one of them in

strict conformity with Department of Justice guidelines and FBI headquarters guidelines into a variety of federal, criminal, civil rights statutes. Usually our role begins when we get a complaint from a victim or from a law enforcement agency or from really any source, including the media. If there's a story written that involves--we can and often do initiate investigation based upon a variety of complaints such as that.

As I'm sure you know, the Federal Civil Rights Statutes prohibits discrimination in employment, public accommodations, public education, public facilities, involuntary servitude and slavery, violation of equal credit employment, federal revenue sharing, the civil rights of institutionalized persons as well as police brutality and related type matters.

I mentioned our role--we respond to those complaints and we conduct what we call a preliminary investigation and that consists of interviewing victims of subjects, interviewing of witnesses, attaining medical records, descriptions or photographs of complaint related injuries, collecting and processing physical evidence. The victim and the subject's criminal records are obtained if available. Information regarding other complaints about the subject of the violation and all relevant police reports are obtained.

We have a very strict reporting deadline. We expect these criminal investigations to be completed within 21 days at which time our report goes to our FBI headquarters in Washington, D.C. There it's reviewed and sent to the Department of Justice for their consideration for what else is required in terms of investigation. Once that preliminary has been completed and sent to the Department of Justice, our role is to wait for guidance, direction or input from the Department of Justice as to what are the steps to be taken.

I'm sure you know that in instances where state and local authorities are also investigating violations of civil rights crimes the FBI normally continues with its own contemporaneous independent investigation until local or state charges are brought. And pursuant to Department of Justice policy, when local prosecution is begun, the FBI normally discontinues its own investigation but monitors the local prosecution in order to keep the Civil Rights Division, the Department of Justice and the United States Attorneys offices advised of the status. And whenever there is local or state prosecution and we have information, we obviously would naturally cooperate fully with their prosecution, with the local prosecutors.

We fully recognize the critical role communications with our headquarters and the Department of Justice both

on a formal and informal basis play in these cases, and our headquarters people are in daily telephonic and other communications with the Department of Justice people trying to clarify, coordinate and expedite these type investigations.

In summary, the role of the FBI is to resolve civil rights complaints in a fair, impartial and competent manner. FBI policy is designed to insure that all investigations are conducted and presented promptly to the Department of Justice for prosecution if warranted. Just as the communication between FBI and the Department of Justice is critical in these matters, it's also critical for communication between the federal government and both the state and local law enforcement agencies as well as the public.

We are, as I am sure you appreciate, limited by fair trial considerations as to the amount of information that we may make public about an on-going investigation. Federal actions under departmental guidelines, the SAC, which is my role for the New Jersey office, may confirm the existence of an investigation if the incident precipitating the investigation has been publicized, and we have done that in the matter I think that you're here to discuss. Information is also generated through our headquarters to the public through a number of various

means, and we also try to communicate the scope of our responsibilities and the problem in our training session with state and local law enforcement agencies in their routine course of training.

As I've mentioned, I'm limited by what I can say, but I do have I guess an overall summary about our role in the Maplewood matter. And that is as of February 18, 1986, the Newark Division of the FBI established and is coordinating joint task force with the Maplewood and South Orange, New Jersey police departments aimed at investigating the numerous racially motivated acts of malicious vandalism and terrorism in these bordering communities over the past number of years. The investigation of the task force is focused on 56 victims of 78 racially motivated acts in these communities. In most cases, the victims have been black or Jewish. Several victims have been the target of racial acts on more than one occasion. It is anticipated that the results of the combined investigative effort will be presented to a Grand Jury in the near future.

That concludes my statement. I will be very happy to respond to anybody that would care to.

BALCH: Well, again we will reserve questions until everyone on the panel has _____. We'll next

hear from Mr. Lewis I. Becker, State Investigator,
Division of C aw and
Safety.

LEWIS I. BECKER: Thank you, Mr. Chairperson. On behalf of the New Jersey State Attorney General, Mr. Edwards, and the Division of Criminal Justice, I want to thank you for inviting us here today.

The Division of Criminal Justice within in the Office of the Attorney General firmly feels that bias incidents and related acts have the potential of being the most serious crime that can occur within a municipality simply because they undermine the notion or the foundation of civil rights which is absolutely a threshold issue of our Constitution and, therefore, are insidious and damaging in various shapes and forms to the community.

As a result of the nature of bias incidents and their impact on the community, the Attorney General's Office has taken an active role in addressing the problem since the early 1980s, October of 1980 to be exact. At this time the Attorney General, in October of 1980, institute a monitoring program. This was a statewide monitoring system whereby incidents of ethnic terrorism, vandalism, harassment, et cetera, would be reported to the State Attorney General through a mechanism established

through the County Prosecutor's offices and the local police departments. This reporting period was from October of 1980 to December of 1981. And as a result of this reporting process, 102 cases of bias incidents were identified, and we believe based upon collateral ADL statistics, Antidefamation League statistics, there were in fact more cases, so we had at least an idea of the extent and number of the incidences. And some analysis was performed and an initial finding was projected that these acts were not perpetrated by organized hate groups. And I'd like to discuss in a little while some of my experiences in who generally are involved in perpetrating these acts.

During the reporting period, a significant piece of legislation is codified, and since September 10 of 1981 New Jersey Statutes 2C3310 and 2C3311 are promulgated and made law. I will not describe those in any detail. I think there are other people more qualified on the panel to do that, and in any case there are handouts that are available in the future to explain those.

BALCH: Are those the statutes that are commonly referred to as the Ethnic Terrorism?

BECKER: Yes. Yes. 2C3310 is entitled, for simplicity,

"Threats of Violence." 3311 would be "Defacing or Damaging Private Property." 3310 is a crime in the third degree, 11 is the fourth degree. Both indictable offenses. And, of course, the Division of Criminal Justice plays a role in researching and initiating various types of criminal legislation and had a role in couching these particular statutes. There was a pre-existing statute, 3309, which dealt with desecration of venerated objects. And, as will probably be discussed later, or in my discussion, there are problems in prosecuting these particular types of cases in terms of proofs and evidence and things of that nature.

But specifically in terms of the role of the State Attorney General, we see it as being one of a supportive nature and that is to supply the County Prosecutors and local police departments with bias incident unit investigation assistance, training resources, educational programs, legal research, or individual investigative initiative, really whatever is required on a case by case basis to address the issue. And if there is a question of civil rights, you have a guarantee from the Division of Criminal Justice and Attorney General Edwards that the Attorney General's Office will be involved and they will deliver.

The Attorney General's Office has a long history in

conjunction with the Antidefamation League in conducting sensitivity training programs for local police departments on a countywide basis, and we have been involved in that again for at least five to six years. Very successful program but something that has to be done on a continuing basis in many different ways, shapes and forms, settings and formats, whether it be at local police department, at county prosecutors' offices, in police academies. We found that police departments, the local police department absolutely the most appropriate place to address these issues. And there are number of good reasons why they should be doing it and doing a good job at it.

Number one, they're in place. They're in the communities where these things happen. These are community based problems. The local police department for your average--for lack of a better description--bias incident is in the ideal position to receive the complaint, to respond to it in a comprehensive nature, to do a good job and to get involved in community relations and education, which brings us sort of full circle in terms of the feelings of the Division of Criminal Justice.

As has been echoed by most of the panel members that preceded us, the issue of bias incidents and racial vandalism, the whole realm of prejudice activity, is one of ignorance, one of fear, misunderstanding. The bottom

line is that the criminal justice community, or the order maintenance community, has to engage not only in appropriate investigation but in education. That is the key. And again we see an opportunity for the local police department to get involved in the school system, in sensitivity training programs in the school systems, rap sessions, curriculum advisement, what have you.

The Attorney General is doing the same thing in terms of addressing another pressing issue, drug abuse and drug trafficking. We're finding it's not sufficient enough to just go out and arrest people. We have to get a handle on what's going on, what is the extent of the problem, who is using drugs. Again, the example, who is doing the bias incidents? How do we eliminate it? Education. We have to get into the schools. We've gotten into the police departments over the period of years and done a real good job in explaining to them how they can have a bias incident investigation unit, how to respond to the calls, how to be liaison in the community, and most importantly how to augment the traditional response, which would be for an individual to go to the clergy.

And we saw that if some basic principles were applied these bias incidents could be responded to appropriately and comprehensively and a lot of good things would spring from it. And again in terms of the position

of the Attorney General's Office and the Division of Criminal Justice we feel that by having conducted these statewide bias incident investigation training programs in conjunction with ADL we've started on that all too important path of education because we firmly believe that if you explain to someone how to do something and why it's important to do it, then they're going to want to do a good job. That's human nature. People want to do good.

And investigations can only take you so far. There are constraints, there are problems, a wide range of things. The bottom line is addressing the issue at its beginning. Why does it occur? And that's again fear, ignorance, misunderstanding. An example would be the way law enforcement community used to look at burglary. If you arrested a burglar, that was great. You did the whole job. But we found that that wasn't the question at all. It was a question of preventing burglary. So what do you do? You educate the homeowner and the police officer and the criminal justice community in how to keep the burglar out of your house. When you do that, and it was done successfully in the state of New Jersey, then you've really addressed the problem.

So the example applied to bias incidents would be we have to train people--kids, the olders, the seniors, whoever it is that has a problem--in how to be more

harmonious and achieve what South Orange and Maplewood want to achieve, diversity with harmony. And again the commitment from the Attorney General is there. There's no question that if it's a question of civil rights we'll respond in our traditional areas of responsibility--legal research, investigative initiative, training, educational programs, legislative liaison, what have you.

I'd like to mention in closing that there was a common thread that ran through many of the panelists' discussions from Mr. Calloway to Mr. Jeffries, Rabbi Orenstein, Ms. Verner and Rev. Thompson. And that is that there's a need for cooperation and that prejudice is a mindset that cannot be readily changed. And the feeling within the Division of Criminal Justice is that is all true a reality--all too true a reality, and it's one of the problems why strictly criminal investigation is not the sole answer. We have to continue sensitizing, continue educating and making sure that the local police departments get the help they need in responding to these problems and addressing these problems and becoming total community based agencies. It's without a doubt, as Ms. Verner said, you cannot legislate this problem away, because we do have very excellent criminal statutes on the books but yet the problem still exists.

In closing I can tell you from my own personal

experience in having investigated many bias incidents all within Essex County and generally in the Township of West Orange and some other towns where we were asked to become involved, we find for the most part that it is juveniles--and again strictly from my own experience--it is juveniles who have a limited understanding of what they're doing. Again we go back to the need to educate. We have had cases where adults were involved. There's no question about it. And we found that no matter who was doing it, whether it was juvenile or adult, no matter what the basis of it was, whether it was racial or anti-Semitic, anti-physical handicapped, or what have, that if time was taken out to sit down with the actor, with the perpetrator, with the person who was involved, and discuss with them the dynamics of what they did, you really were working towards solving the problem as opposed to strictly charging them on a complaint with violation of 2C3309, 10 or 11, and we'll send it down and then maybe it'll come back to the municipal level, maybe it won't. We found out we were missing some of our opportunity to address the problem. And again in my own personal experience we found that when we talked to people, sensitized and educate, as law enforcers and order maintenance people that we went a long way in addressing the threshold issues.

And I'd be happy to answer any questions as to the

role of the AG's Office and the Division of Criminal Justice, if anyone has any.

BALCH: I think there will be, but let's first get to our other two panelists. John Reynolds who's representing the New Jersey Division of State Police.

LIEUTENANT JOHN REYNOLDS: On behalf of Colonel _____ I'd like to thank you for the invitation to appear, but it sounds like you're ready for us. There will be questions, and I'm certain there will be because we don't have any idea exactly where you perceive the police or the enforcement family should be. We are not the educators of the young people who are committing most of these crimes, but the problems--I guess the problems are so many to list, but we handle bias incidents in the bureau that I supervise. We also handle terrorists matters. And in that aspect we have joined with the FBI out of Newark and formed a terrorist task force. I have four of my people assigned there I think with ten of your agents. And it's proven very successful to this point.

However, we're talking about terrorism in a different form. I mean harassment of an individual because they're black, harassment because they're Hispanic, harassment because they're Jewish or Christian

or what have you. New Jersey is still third in the nation in the number of bias incidents, and I'm somewhat relying on the ADL's statistics for this. They seem to be the only ones that are able to supply us with statistics.

BALCH: What are the other two states?

REYNOLDS: California and New York. I find this unacceptable for since 1980 or so I've been checking these statistics, and we're still third in the nation. There's increases and decreases in violence and increases in harassment, or the reverse is true, but we are still third in the nation. It's not acceptable. We, the bureau of supervise, try to key on looking for organized hate group activity. Is this the result of an organized hate group? And this is what we're keying on.

Every time we learn of an individual who proclaims to be a Grand Dragon or a Super Nazi or whatever he alleges to be, our tactic is to interview him. Probably it's almost a confrontation. I don't like to use that word, but we ask him exactly what are you up to? What are you planning to do? One individual who alluded to being a Grand Dragon of the Invisible Realm of the Ku Klux Klan was going to petition door to door in Newark, Patuxon and Trenton and have marches. And he was just an

up-country boy, and we talked to him. We said, "Do you know what you're doing?" We didn't tell him "You cannot do this." But, "Do you know the problems that you're going to cause?" And we kind of dissuaded from this. It also resulted in his being kicked out, and he's kind of an independent now. But he calls us regularly, and we know what he's up to.

But speaking of the Klan supposedly New Jersey is controlled by a Klan leader in Connecticut who we haven't seen down here. We know of him. We've been up to talk to him in Connecticut. But this is basically our key. Key on the Nazi leader. Key on the Klan leader. What are you up to? What are you going to do? Do you know what you're doing in our communities?

So far we've been pretty successful. However, that doesn't ring true when we're still third in the nation with these particular problems, but also it's true if we blame it on the juveniles again--and that seems to be the case--90 percent juvenile involvement. We monitor incidents that come to our attention through the media, through police departments that know that we look into these things. Morris County. I think Essex calls us occasionally. We're aware of these things going on, and we do look for organized hate group activity. But it is a local police department problem initially, as the previous

speaker alluded to.

Statistics are hard to come by. Mr. Becker alluded to the study by the AG's Office back to '81 and '82 and so on. It was a 15 month monitoring program. They compared these statistics with those of the ADL for the same period of time, and it was only a 20 percent similarity. Is the problem much greater than we know it to be?

BALCH: You mean only 20 percent of the incidents were on both lists?

REYNOLDS: That's right. Was that monitoring program and the ADL statistics, which is more sophisticated than that which is occurring throughout the country? Might the problem be greater throughout the country also? And we're taking a bum rap by being placed number three.

Uniform crime reporting system does not accommodate the retrieval of statistics that would indicate what our problem is. We take 2C3310, the placing signs or displays that imply violence; 2C3914, weapons training for illegal activities. You know, these are thrown into other categories, other offenses. You wind up with a total of 68,000 arrests in these other offenses. It's almost impossible to sift through them and determine how many were actually acts of harassment. It was a bigger problem

several years ago, or it would have been a greater problem, when the only actual law we had was terrorist threats to lump everything into. This was included with a whole host of other activities where arrests were made.

Our offense summary in our uniform crime report covers eight major crimes: murder, rape, robbery, aggravated assault, burglary, larceny, theft, motor vehicle theft and arson. They are the key crimes that are recorded in uniform crime reporting. The arrest summary covers a whole host of other crimes, but many, many are heaped into these other offenses category, or malicious mischief category, and we cannot extract specific arrests for bias incident crimes that occur.

The solution to the problem I guess is multi-faceted, especially if 90 percent juveniles are arrested for these particular offenses. Educational institutions must sensitize our youth. We keep talking about sensitivity training with police departments. We are not going to sensitize our youth. We don't have first crack at them. We'll sensitize our own people. We're in the process of doing that, and we have been doing it for years. But the educational system must do that. Sensitivity programs for police personnel, we're into that. As Mr. Becker alluded to, the AG's Office has been into that program for five or six years. We do it with

our people in service training or recruit training, and educate the public at large.

People mention the Holocaust 44 years ago, 45 years ago. Our young adults and juveniles don't even know how to spell it. They don't know what occurred. They have no feel for the situation. They don't understand that one act of harassment, whether it's violence or harassment towards one of our citizens, is a promise of more to come. It's a form of terrorism.

That's my watch. Excuse me. I hope I didn't run overtime.

But the solution to the problem again. The educational institutions must sensitize our youth. We must educate the public at large. We'll continue to confront those Nazi clan leaders, the hate group leaders that show their head. They have to be made to understand that our Constitution is the right to be wrong not the right to do wrong. You can make a mistake in pursuit of whatever social or political goal you have, but you can't make mistakes to achieve that end.

Getting to the public at large. Maybe we should dump some of these problems on the media. How do we get to the families? What should the media commitment be to the solution? Overdramatize the situation? Flaming cross, swastika bringing back memories of the Holocaust.

Is this the way? I'm not sure. I'm asking questions. I'm not offering solutions.

A couple of significant occurrences in the recent past. Great Adventure in April. There was a group of 5,000 to 6,000 Jewish youths that were attending a particular event there. They were just out for a holiday. One of the woman organizers from New York received a call saying a bomb at Great Adventure to blow up all the Jews. Where do you go? You have 6,000 coming. There were 11, 12 locations in New Jersey. We were in contact with the bias incident unit in the NYPD as to what to do. We called all the police departments, made sure they understood the problem, made sure they knew it was an anonymous calls. The call was received on an unlisted phone number of the individual. You're dealing with the phantom again. Where is he? How do you get to him? No bomb. We were sure it was a hoax, but when you're the police officer sitting with it, what do you do? What do you do?

We have a series of burglaries of churches that we thought were initially, oh, there was some kind of anti-religious connection to it. Episcopal churches since 1981 are being hit repeatedly over and over again. There's no desecration of your communion wafers or the church itself, but they do steal the silver. They'll take

gold if it's there too, and they're somewhat discriminate. They'll know a silver plated item from pure silver item. But this has been going on, we're talking about probably a few hundred, costs somewhere in the neighborhood of a million dollars I guess at this point. And we have established patterns.

BALCH: At widely separate locations around the state?

REYNOLDS: Well, it's kind of a tri-state situation. Pennsylvania, New York and us since 1981. And when we plot them out, they seem to follow a pattern along major routes that give them easy access in and out of a particular area, but we're not sure. And each one is in a different venue, a different police department. How do you coordinate all these different burglaries? We're convinced pretty much now that it is just a burglary ring. There's no hate here at all. They're just going to know where the silver is, where the precious metals are.

At one our colleges recently, and this is pending court at this particular time, there were signs appearing periodically for, oh, a month or so. They were written on fliers that were on boards. They were fliers of events that were occurring at the colleges, and somebody was

taking a marker and scribbling on them, "Kill of Jews," "Kill all blacks," "Kill all niggers and gays," "Nigger lover" and so on. And this was going on for a period of time, and the campus police were doing a good job. They were doing everything they could possible do. They were getting a lot of heat on it. They asked us for assistance, and we furnished technical assistance, handwriting comparisons and so on. And someone is charged. We charged them under the 32C3310. It remains to be seen what the outcome is, but it took a while.

But I think I'm making a point for the police here. We take a lot of heat on these incidents. Why don't you do something? Why don't you do something? It takes a while to put it together sometime. You have to wait for the results of the tests. You have to wait for surveillances. Just in that case alone it was a matter of setting up surveillances, determining work schedules and determining who has access to that particular location, how frequently they have access. Did the signs always appear at the same time this individual was in the building and so on? And it worked. In any event, it was one our successes, but we continue to have things brought to our attention and they all seem to be not related to organized hate group activity.

For instance, in the last six months--I probably

shouldn't even mention the town, and I won't--cross burning. This was going back to Mischief Night. Eight other incidents, nails in the driveway, anti-Semitic phone calls to another individual in another town, the State House itself. We had racial remarks on the wall of the men's room concerning blacks, Hispanics, Jews. Obscene, not threats, but just obscene remarks. Another one of our universities, defaced fliers, anti-woman, anti-black, KKK and swastika markings, anti-gay scribblings. Black man shot with a dart gun, definitely racially motivated. He was standing on the street outside his house, and three individuals came by--one of our south central Jersey towns--and he was shot with a dart gun. They were arrests, and they probably figured into 50 other incidents of damage and vandalism. But you don't know about it. It didn't hit the paper like the cross burning does when it occurs. The arrests and so on.

BALCH: What event leads to an arrest? I gather that the--

REYNOLDS: Oh, they caught them within a short period of time of the incident.

BALCH: _____?

REYNOLDS: Partially, and they were from a neighboring town. I believe that's still pending court too. The same night there was unrelated cross burning. Juvenile suspected this time. The victim was Jewish. Swastika on the side on the schools, eggs thrown on the side of the house. Two white female teens were the suspects. The victim was Jewish. A month later the same victim, a shrubbery fire in front of her house. Another north Jersey, sign made on a computer printout, "Hi, Jew, bastard." The victim was Jewish. The suspect arrested was a 14 year old. He was arrested. Aerosol type can used to paint "Jew" on the tree of a Jewish family. Anti-Semitic slogans on the side of a Jewish congregation building. Note found in the driveway, "You cheap Jew." These are all different towns I'm referring to.

One where the Board of Education was the victim. A large swastika on the side of the cement siding plus other threats and obscene language. No particular group singled out, but in this instance they were looking for the fine, or they were castigating in their childish way one of the teachers who happened to be I think Italian at that time. The victim in another incident a Christian Egyptian, obscene telephone calls regarding Arabs. Victim has no political connections whatsoever. He's in the import-export business. Anti-Semitic slogans again on a

Jewish temple in another town. This very recently. And in the elementary school the same night swastika _____.

It goes on and on and on, and how do we sensitize our youth? We the police don't get to them. Parents get to them every day. Schoolteachers get to them every day. In state police recruit training 20-week resident course we're talking about sensitivity and going over these issues. Some of the course that are taught: Introduction to Language and Communication, Social Problems, Psychology, Criminal Law, Juvenile Crime, Child Abuse, Constitutional Issues in Contemporary Society, Youth Relations, Interpersonal Communication, State Police and the Community, Discipline and Ethics in Law Enforcement, Civil Right Code, Police Community Relations, Police Discretion, Missing Persons, Handicapped Driver. We feel we are touching all these areas we need to touch to sensitize our own people, but again we are the state police. We don't have that contact with each and every incident that occurs. It's a local police problem as Mr. Becker said. But if it is organized hate group activity, I assure we will look into it.

BALCH: Thank you very much. Our final presenter on this panel will be Mr. Jeffrey Cartwright, the Assistant Prosecutor, the Essex County Prosecutor's Office.

JEFF CARTWRIGHT: On behalf of George Snider, the Prosecutor of Essex, I thank you for inviting us here. Mr. Snider did want to be here today, but there's a meeting of the New Jersey Prosecutor's Association of which he's the President and could not miss that meeting.

Mr. Snider does want me to tell you that he shares your concerns and interests in this very important subject. As the chief law enforcement officer of Essex County, Prosecutor Snider is determined that all incidents should be fully investigated and anyone apprehended should be prosecuted. As has been alluded to by previous speakers, the primary responsibility for the investigation necessarily lies with the local police department, people who are closest to what happened. In the normal course of events with law enforcement in this county, the Prosecutor's Office does not ordinarily get involved until an arrest has been made on a indictable offense. In that case, the complaints have been signed in the Municipal Court and the case comes down to the Prosecutor's Office for consideration and presentation before a Grand Jury and an ultimate prosecution, whether it be through plea bargain or through trial.

We are primarily a prosecutorial agency. However, in some circumstances we are also an investigative agency. Where there are types of crimes that go across

municipal boundaries that might be occurring in several municipalities at the same time, there would be this type of crime check _____ burglary. Our office can serve as a coordinating center for the different law enforcement agencies to be aware of what is going on in the other municipality. There are times when investigations tax the resources of the local police departments. They aren't capable, they don't have the expertise, or they just need advice to handle the investigation. And the Prosecutor's Office tries to provide that expertise if they can. If not, try to find the expertise for them, or to prevent, or to provide the advice that they need whether it be for a search warrant affidavits or whatever. The Prosecutor's Office is there for that.

In the case of the incidents in South Orange and Maplewood, the investigations have been handled primarily by the South Orange and Maplewood police departments. The task force which Mr. McGinley alluded to that was formed in February has done a very good job investigating these matters with the FBI agents working with the local law enforcement agencies. And the findings of that investigation have been provided to our office for review for ultimately prosecution. I can't speak to the specifics of that investigation since it is on-going. I can't speak as to what may happen at this time.

But regarding the prosecuting of these types of crimes, they are both hard to prevent and hard to prove. They are by their very nature cowards' crimes. They are done by people in dark of night when it can't be seen. They are done quickly, and they are done through means that are very hard to identify. Writing on sides of buildings, or on garages, or on cars aren't susceptible to the same types of analysis for comparison purposes as let's say letters, a threatening type of letter. The spray cans of paint or ordinarily probably used up by the time that the spray painting has been done. There's nothing left to seize even if you could find it for comparison purposes. The physical is very limited very often because it's at night and there are no witnesses. People generally discover this type of damage when they get up in the morning and they find that they've been a victim of this kind of damage. Crosses can be made out of the most common material that can be purchased anywhere. Very often there's nothing unique about those crosses.

In terms of evidence to bring into court, material evidence, we are very limited in what we have available to us. And, of course, with this crime as with any other crime we face the burden of proving something beyond a reasonable doubt. The stiffest burden under the law is a criminal proceeding.

The other facet here is that if there are no witnesses and if there are no good physical pieces of evidences to bring into court, one of the other areas you might rely on in other cases where you would have informants, or persons who have heard people bragging about what they've done, or friends who have heard and turned on their other friends. Sometimes it's other cases of rejecting girlfriends or boyfriends to provide information. In this type of case, I believe that you could find that these people would not share that information that they had performed these acts with other people very much or that the people they would share them with are people who would share their views and would not be willing to come forth.

[End of Tape 2, Side B.]

CARTWRIGHT: Nobody's been arrested, therefore nobody's doing anything. Arresting someone if there's no proof for the charges is merely finding a scapegoat to make people feel better. That's not serving the community well. We hope that the evidence will be developed. We hope that the measures that will be taken will result in the prosecution and conviction of the person or persons who have committed these acts, but as I say, I can't say right

now when that will be.

_____ : Thank you. I'm making an editorial comment right now. I'm wearing one of my other hats, I do want to state that Mr. Becker and Lieutenant Reynolds _____ they've worked on _____ the staff that have done really yeoman job in attacking this problem. They're certainly among the best in the country. They've been sensitive to this issue for at least five years now. They've finished at least a 5-year program of each of our County Prosecutor Offices and in turn are now trying to do the job at the local level. It's obvious that both of you are saying, that everyone has been saying at this point that it really starts with--you've got to be taught, and I guess that's the area that has to be addressed on the most broad based area, but there's certainly no question in my mind that certainly from the state down to the Prosecutor's Offices this state has been blessed with people with understanding and the energy to attempt to do a job that's almost overwhelming. _____ a very editorial type of comment. _____.

BALCH: Let me just ask a brief question of Mr. McGinley. I gather from your remarks that you're saying that you

expect to be able to bring in an indictment sometime in the near future.

McGINLEY: Well, if that's the message I give across, I'd probably want to temper that. I think that we have marshalled enough facts to bring to a Grand Jury, and it would be really foolhardy for me to predict what a Grand Jury would consider in terms of evidence. But I think--

BALCH: Will you be asking for an indictment?

McGINLEY: Yes. Well, yes, we would be presenting to a Grand Jury, and I think the results of the quality of the information and the level of evidence would determine whether it's sufficient facts to return an indictment. So we're pretty close to that level in terms of presenting those facts to a Grand Jury.

_____: Let me come back to what Mr. Becker said. When he talked about the typical perpetrator of this type of offense has a rather limited conception of what it was they were doing. Can you expand on that? What is the general mindframe of these people?

BECKER: Well, again I have to preface the answer by

telling you that it's strictly from my own personal experience in dealing with approximately 15 cases. It's not something that the Attorney General's Office is responsible for actively dealing with. So this is past experience.

In talking to the people that we were able to identify who performed a particular act, we would have an open ended discussion with them similar to what the Lieutenant explained. We asked them, "Do you know what you did? What are you doing?" Et cetera, et cetera, et cetera. And then try to draw some parallels. "Well, what's your ethnic background? What's your family history? How would you feel if someone did this to you?" And when we put it in that context in this dynamite situation, we find that the answer is "Gee, I never thought of it that way." Especially when you put the ball in their court and say, "Well, how would you like it if . . ." "I really didn't understand that it upset people like that. I thought it was just a prank, a joke. I just didn't understand that what I was doing was going to have the type of impact it did."

BALCH: Do think that that's genuine, or are they simply trying to find some sympathy?

BECKER: Well, that's very hard to say. You have to take it on a case by case, individual by individual basis. I can tell you that for most of the juveniles that I spoke to I felt that it was genuine. I think for the adults I spoke with it was probably less a factor. I think they had more of an intent or more malice aforethought because of the situations, not so much that they were an adult. So I say you really have to answer that on a situation by situation basis. Some people have more of an understanding and are more purposeful. Some are less.

_____ : Do the adults tend to be young adults or do they span the age ranges?

BECKER: In my experience only, yes, they were young adults. I would say no older than 25, 26 years old in the particular instance I have in mind. This was an assault.

_____ : And in the case of the juveniles, what sense do you get of adult encouragement somewhere in their lives?

BECKER: Hard to determine, but I can tell you this, this is significant in my mind. Tremendous amount of remorse once it's explained to them and once you engage in this dynamic sensitivity type of setting. And I don't mean

that strictly in the academic sense. You really get there. You get to a table and you talk to these people. And you lay the cards on the table. And in more than one occasion the person has broken down and cried, which is a method of expressing remorse and anguish and all kinds of conflict within yourself. It's a natural response. And you have to learn how to hate. You're not born hating. And I think everyone, the premise in my mind is that everyone is good, but there's a problem somewhere along the line. Something occurs. There's a question of influence. There's a question of lack of understanding, of bitterness, of other people's suitcases of experience which we all carry with us.

_____ : Again in your experience when individuals are apprehended in these cases, are they generally _____ synopsis like minded doing the same thing. Are they usually kind of self starting?

BECKER: Again hard to say, you know, which comes first the chicken or the egg, who provokes who to do what and what their motivations are. I've had both situations where they were individuals acting on an individual basis and situations where there were a small clique in a school, whether it be junior high school, high school or

what have you, where they sort of commiserate and get together and say basically this would be a really hard hitting thing to do in terms of a prank and let's go do it. In this case it would be swastika daubing or terroristic threat via phone, something like that.

_____ : Would you think that the situation in South Orange and Maplewood is unusual with respect to those other situations--well, I guess many of them have been in Essex County as well--those other situations in terms of its duration and scope?

BECKER: Well, I'm really not in a position to comment in any way, shape or form on the situation in Maplewood and South Orange. I can again only rely on my own experience, and I can tell you that I don't have any recollection of an individual repeating the same act in the cases that I've looked at. So I would think that once the problem or the issue is handled correctly it eliminates the problem and you don't have a resurgence with that particular individual.

_____ : Usually it's been an individual who's committed a single act and been caught and then stops committing the act?

BECKER: Yes, in the majority of the cases that I was personally involved in.

_____ : Has it turned out that they've committed a whole string of acts to which they've confessed doing?

BECKER: No, not to my knowledge and experience. I'd like to answer any questions at all from anyone in the audience as to the role of the Division of Criminal Justice, and the AG's Office.

_____ : I'm not sure that the format of this particular event permits that, but I'm sure that there are other questions from the panel.

_____ : How many complaints have been filed with the FBI from the communities of Maplewood and South Orange since 1979?

McGINLEY: I couldn't really give any figures on that one area. I know that the number of incidents and what we have tried to do is go back and capture the number of incidents that have occurred that seem to be germane, and I have to find my notes here in terms of what I had cited there but--

_____ : 56 victims.

McGINLEY: 56 victims, 78 acts.

_____ : How many complaints have been filed with the FBI in that time frame? You don't know?

McGINLEY: I don't have those figures.

_____ : That would be interesting to know that people felt, knew that you were there to file a complaint with. This is what I'm trying--

McGINLEY: Yes, and I guess numbers-wise we have over a hundred, and I think in '85 we probably had 130 plus civil rights complaints that we actively investigated in the state of New Jersey during that time frame. And that's probably a fairly consistent number, a hundred plus, for each year. You should know the vast majority of those complaints, though, really have to do with police brutality and other more substantive criminal violations as opposed to--what happens I think in incidents as in South Orange and Maplewood is that the level of each one of those acts by themselves seem to be, if you look at it on an isolated basis, seems to be relatively minor as

opposed to a civil, a police brutality type of allegation. So those are by themselves and they're, you know, scattered and they're spread out. I think that's part of the problem is that they come in in such a sporadic basis is that the impact is oftentimes lost.

_____ : What does the FBI do in the case of police brutality? The same kind of

McGINLEY: The same type of investigation, and you know we'll go through the same drill in terms of interviewing the complainant, the witnesses and we'll submit our report to the department. So the volume, though, clearly is in that area as opposed to this area or related type, discrimination type cases.

_____ : Maybe I should address a question to Mr. Cartwright. There's seems to be--I seem to get a general feeling from the previous panels--not only one of anguish but of frustration of law enforcement. Rather than direct the question to Mr. McGinley or the FBI it seems to me that the first complaints from the community normally go to the local police, which would be normal, and for whatever the reason the situation continues as a sense of frustration grows and then eventually I would assume goes

to the next level which would be the County Prosecutor's Office. I'll really repeat the same question to you as was to Mr. McGinley. Do you know by any chance when the first complaints came from the community or from the newspapers or where the County Prosecutor's Office took note of it and finally started taking some action?

Obviously you're in an action period now. They seemed to feel that there had been a great lag from the continuity of the incidents through their local police which were the ones that I think Mr. Calloway spoke about and originally Ms. Sabin spoke about, until they eventually hit the level of the prosecutor. Do you have any idea when the first complaints came to your office or when you first started acting on those?

CARTWRIGHT: I'm afraid I don't know what the answer to that is other than to say any citizen who is not satisfied with the services provided by the local police department, their comments are welcome by the Prosecutor. As chief law enforcement officer, he has to know. Unless people come to him to tell him, he does not know.

_____ : Mr. Cartwright, you say that when problems cross municipal boundaries such as check fraud and so forth and so on, then you become involved without a

citizen coming forth and coordinating activity.

BECKER: That's usually when we discover a number of complaints being signed in different municipalities against the same individuals for the same type of offenses or where requested by the local police department to assist them. It can happen either way.

_____ : Then why didn't it happen in this case?

BECKER: I can't say that it did or didn't happen. I'm not the Prosecutor. I don't know who spoke to the Prosecutor at what time.

_____ : Lieutenant Reynolds, you spoke about the activities of organized hate groups. Apparently there isn't much connection between what they do and the kind of incidents that have been mentioned in the documents here. Is that because they feel that they're under surveillance?

REYNOLDS: No, I don't think so. I just don't think they've been able to get a hold in New Jersey. I don't really have an answer. I'd like to take the credit for that, say the State Police did such a hell of a job that they refused to come here. But they are here. I think

the New Jersey Advisory Committee a couple of years back made a comment to the fact that although they are small in number, they exert more influence than their numbers indicate, and I think that's true. You know, this occasional leafletting and so on, you know, the phantom writer at night dropping leaflets off. They have a hell of a lot more influence than their numbers indicate.

_____ : I just don't want to think that a lot of damage could be done by _____ groups or individuals. These people clearly are disposed in that direction that they would. I just hate to think through odds that they are not found to be involved in some _____.

REYNOLDS: I think we definitely have Klan sympathizers and Nazi sympathizers and people who are, you know, subject to going along with that kind of thing, but we have disorganized hate groups. The disorganization reaches all the way into the homes sometimes and affects the children. I have not seen much sophistication of any individuals that claim to be leaders of these hate groups in Jersey yet, and I hope we don't.

_____ : _____.

REYNOLDS: No.

_____: Lieutenant Reynolds, Mr. Becher alluded to in 1980 when they were collecting data on bias incidents, and I think the data's not being collected that will as of now or that you're not able to identify it.

REYNOLDS: That's correct.

_____: There was a--was that a pilot project in 1980?

_____: Yes, it was. The statewide monitoring? Yes, that was an initial effort to get a better understanding of the nature, extent and degree of the problem.

_____: Are there any plans to--

REYNOLDS: At this time, no.

_____: --institute better monitoring so you can get better type of--

REYNOLDS: The problem--I guess it would take an effort much the same as that put into a domestic violence program that went into effect. It would require the education of

500 and something reporting agencies throughout the state, the creation of forms, the creation of, you know, the hiring of clerical personnel and the whole realm of requirements. And being an investigator and not in the clerical end or the administrative end or reports end of my business, I'm not sure how much it would cost.

_____ : What do you think about those people back there whose houses have been spray painted and crosses burned on them, and you can take care of my body often enough. You can't deal with it in dollars and cents.

REYNOLDS: I realize that--

_____ : Because people call you, the local prosecutor and the local police. The ADL, God bless them for keeping these stats. You're there and we don't know where the ADL is when somebody--

REYNOLDS: Well, wouldn't the money better be spent in educational programs than into gathering statistics and not doing anything about the problem?

_____ : Yes, they all need to be done.

REYNOLDS: I guess the priority would be determine which

one has to be done first. I'm not against doing that.
I'm just looking at the problems of getting that together.

BALCH: There was a _____ asked whether
people from the audience could address to you. Well, they
can't really as a formal part of the meeting, but we are
about to take a recess and since we are all here, I'm sure
it's an excellent opportunity to _____.
I want to again thank the members of this very informative
panel for having come, and we will break until
approximately 1:45 when we meet with some of the local
leaders. I hope that those who are here can stay, but in
the meantime, thank you very much and we'll convene in
about an hour.

1:45 PM PANEL

LAW ENFORCEMENT (CONT'D)

BALCH: This afternoon we have two panels we have two panels, one which will focus on local government leadership, though it will also include additional law enforcement officer, and one which will deal with the roles of educational institutions, Seton Hall University and the public schools systems in the affected communities.

The first of these two panels will consist of and let me--as I thank the individuals who will be on the panel and read their names, I hope they will come forward and seat themselves at our table. Edward M. Palardy, who is Director and Chief of Police of West Orange.

_____ : He'll be back in a moment.

BALCH: He was here a moment ago.

_____ : He's still part of the law enforcement.

BALCH: The Honorable Robert Grasmere, Mayor of Maplewood. The Honorable Bertrand Spiotta, the Village President of South Orange. And the Honorable Shari

Weiner, the Mayor of Livingston. It _____ me to simply to allow each of the presenter to come forth to make a fairly short statement about their communities--situations in their communities and the role of local leadership as they see it, and follow up those short statements with questions from the panel.

Let me begin, though, since before we recessed we were talking about law enforcement problems. Perhaps with the indulgence of the other members of the panel we could begin with Edward M. Palardy. Mr. Palardy just arrived. He's the Director and Chief of Police of West Orange.

EDWARD M. PALARDY. Thank you. First of all, I'd like to thank the Regional Director, Ruth Cubero, for inviting me here today, extending this invitation to share with you some of the things West Orange has done in the area of ethnic, religious, terrorism and acts of that nature.

First of all, I'd like to give you a description of the West Orange Police Department's bias incident investigational unit. Our unit was created in an effort to prevent acts of ethnic, racial and religious violence before they occur. It was a proactive model that we instituted back in--May 19, 1981. Combined efforts of Mayor Sam Spina of West Orange and Detective Lewis Becker, who testified earlier, from the Attorney General's

office, much to my loss and chagrin and disappointment, myself and members of the Antidefamation League, Miss Judy Nagelbaum and Jeffrey Moss, sat down and brainstormed the creation of this unit.

We were the first bias incident investigation unit in the state of New Jersey. This was born out of a tri-state conference which was held in 1981. As a result of that we brought back this information. Again, not to be redundant, but we did discuss this with the aforementioned people. The unit itself is comprised of one officer, one detective, and one sergeant. In order for a bias incident investigation into the effect, there has to be a commitment, an organizational commitment. West Orange Police Department has addressed this organizational commitment. The sensitivity in response of the West Orange Police Department's investigation unit has been surely enhanced by its unique position within the organizational framework of the West Orange Police Department's organizational table. The members of this unit report directly to my office, it's a high priority unit and I would not delegate or relegate this unit to some commander who works below me in the hierarchy. I'll further address that in some of the recommendations I have brought here today.

More succinctly, this is not a reactive model that

is used to respond to incidents. We attempt in West Orange through this program to reach a broad audience which takes up most of the community. We are involved in various programs to educate the community with other members of the police and the police force on ethnic violence. Besides handling in full the investigations into all ethnic incidents, the bias unit also collects necessary information on all aspects of these crimes. Information is collected from criminal suspects, other police agencies and religious and community organizations. This information, including data on any ethnic/terroristic groups in this area, is supplied to my office and other members of the police force to keep the entire Police Department abreast of any developments in trends of ethnic violence around the region.

On May 19, 1981, our Department posted the first New Jersey pilot consortium on biased incident investigation and bias incident sensitivity training for police officers. Representatives from the criminal justice system at all levels throughout the State of New Jersey were present at this consortium. Moreover, members of the bias unit and myself met with members of the clergy, the educational system, civic organizations, PTAs, community councils, and other service and religious organizations to discuss the bias unit, its goals and objectives. Also discussed at this consortium was the current status of

investigation intelligence gathering on bias incidents and ethnic terrorism in the Tri-State Area.

The bias unit of West Orange has also assisted the communities of South Orange and Maplewood, as you all are aware of, have received a plethora of these types of incidents for the last several years. And unfortunately to this date they have not made any successful arrests, but I am sure that the concerted efforts of Departmental members and a commitment at the top, arrests will be forthcoming in the near future.

In Essex County, in January of 1982, more particularly West Orange, a 16-year-old boy, West Orange youth, became the first person in the municipality and possibly Essex and the State of New Jersey, to be charged with ethnic terrorism and vandalism. The two charges lodged against the boy were ethnic terrorism and vandalism. The two charges lodged against the boy were the result of two additions to the state Code of Criminal Justice. Fortunately statutes were enacted which enabled the West Orange Police Department to prosecute this actor and others for anti-racial or anti-religious acts of vandalism or terrorism. It is the policy of the West Orange Police Department and my personal philosophy that acts of bias will no longer be tolerated when persons suspected and convicted of committing such crimes will be

dealt with accordingly through the criminal justice system. Our bias unit is an institutional response of the criminal justice agency in an attempt to augment the judicial cultural response. Heretofore, prior to the institution, or implementation of this unit, the average person contacted their rabbi or pastor to report this incident. Because of apathy within the criminal justice system, particularly municipal police departments, they did not communicate with us. And this, again, laid the path for the institution, the implementation of our unit in West Orange.

I'd like to just share with you a letter dated May 13, 1986--hope this doesn't sound self-serving, but I feel it's integral to share this with you today. And it's addressed to myself:

In acknowledgment of your trailblazing action in establishing the first bias crime unit in the State of New Jersey, in appreciation for the continuing commitment of the West Orange Police Department to enhancing community relations, the Antidefamation League of B'Nai B'Rith would like to honor you at our annual Regional Advisory Board meeting. You and your guests are invited to the dinner meeting June 19 at 6:30 p.m. at Etonic Campus, during which time you'll receive the ADL's community relations

achievement award on behalf of the West Orange Police Department.

Also, an article that was published in the Star Ledger back in February of 1982. Squad lauded when an official of the Antidefamation League of B'Nai B'Rith has commended the West Orange Police Department for forming a bias incident investigation unit, a special unit designed specifically to investigate anti-racial or anti-religious acts of vandalism and terrorism. And so forth and so forth.

What has happened since the implementation and formation of this squad? Well, fortuitously maybe much to my chagrin again, today's West Orange Chronicle, has a headline: "Charges of Harassment Smears Permeate Campaign". In West Orange presently we're having a council runoff. There's a picture here of a councilperson, Ms. Toby Katz. I'll just read several important paragraphs to you. Again, unfortunately, most police officers that I've had any contact with in my 22 years of police experience have the opinion that ethnic, religious, terroristic, and racial acts just involve juveniles. Well there are also adult juveniles who do commit these acts.

The election season in West Orange has resulted in a polarization of political forces, that is each side attacks the other with charges and countercharges of

harassment, smear tactics, and personal innuendo. Two reported incidents during the mayoral and council races illustrate the deep divisions between the two sides. Councilwoman Toby Katz who is active in counselling Glen Storage's reelection campaign, filed a report with the Police Department's bias investigation unit May 15 describing an incident of anti-Semitic verbal harassment allegedly made against her by Anthony Spina, the 29-year-old son of Mayor Samuel A. Spina and a former township policeman. In the report, Ms. Katz said that on May 12, one day before the municipal election, she parked her car in front of Council candidate Peer Dunn's headquarters on Main Street about 4:00 p.m. She reportedly crossed the street and walked toward Dakan House, at which time Anthony Spina drove up and yelled out of a car, allegedly yelled, "Katz, you're the biggest liar in West Orange. You should have stayed in the Holocaust." Katz, who is Jewish and a survivor of the Nazi concentration camp, then walked back towards Dunn's headquarters where she met Storage's campaign chairman, Carol Cappolla. As the two walked back towards Katz's car, Spina repeated the slurs in front of a group of about 20 people that had gathered, saying that she is--Toby--

the biggest liar in West Orange, that she is that no-good Jew, she should have stayed in the Holocaust. In the interest of fairness, I have to give the rebuttal statement of Anthony Spina.

Spina indicates in this statement that an individual who was with Spina told Katz to get out of here with your lies, you're only looking for trouble. Spina is an Irish Guinea,--and so forth and so forth.

And that's the headlines of the West Orange Chronicle today. Like I say, it's a sad, sad commentary.

As of May 16, 1983, the West Orange Police Department has gone on-line with a management information system, quote, unquote, computerization. Since that time, 17 complaints of ethnic, racial and religious acts of violence have been reported in West Orange P.D. Most of these acts involve juveniles who reside in the township of West Orange. It should be noted that West Orange's bias incident unit works hand-in-hand with the actors and the victims in an attempt to rectify the act through education, sensitivity and ventilation sessions.

For example, we had a 16-year-old boy who was charged with Swastika daubing in front of a Jewish person's business in town. And our investigative process to the bias investigation unit was to bring the 16-year-old boy into our detective bureau with the victim

and let the victim actually explain the terrible inner hurt that he was personally involved in. He felt he was personally attacked, and his heart and soul. Not money or clothing or jewelry were taken, but he personally was violated. And through this type of ventilation session and sensitivity training, the 16-year-old boy broke down and cried. In addition, shortly thereafter he wrote a letter of apology which was brought into my office. I in turn forwarded this letter to the victim. The victim felt very satisfied, naturally, with the West Orange Police Department's action in this case. I'm sure it never really alleviate the ill-will or that hurt and the pain and the anguish and the anxiety that he went through.

My recommendations: Number 1, the West Orange Police Department still adheres to the old adage that education is the best prevention for incidents of this nature. Number 1 of them--I've been a police chief, just as an aside, for eight years in the township of West Orange. I come from a police family, my father and his three sons, just to give you a little bit of a background. I have a strong appreciation for education, having a master's degree from Seton Hall University in Education. It is paramount that chiefs of police make a sincere commitment to organize a unit within their department to address these racial, ethnic and religious incidents. Again, unfortunately, as I look about the

understanding groups, understanding cliques, and understanding how to communicate and the search for common ground among people who are somewhat different in appearance than you are.

This spring I formed an ad hoc committee at the school to look at the long range plan at the high school in terms of what else we should be doing to help our kids grow up. And they've just completed a set of recommendations to me which we will be sharing with the faculty prior to the close of school, and I'm very optimistic that we can make some very strong moves to help kids learn more about what's important in terms of the non-academic part of their education. I think that we can do a lot to help the faculty to understand what it is to teach in a multi-cultural classroom. And I think that we can do some things to help parents, particularly black parents who have just moved to our towns, to understand what it is to be an active parent in terms of your kid's education. And I think that for many people who are new to the community, not necessarily black or white, but people new to the community who have moved there as a means to improve the economic status of their kids, that the high schooler presents a zone of transition for them. And they don't really know exactly what they need to do as parents, other than pay taxes, but there's a very important role that parents should play in helping their kids to be successful in high school. And one of the

prongs of the approach this committee has recommended is to put an educational piece in to help parents understand and accept and play that role.

Basically the committee is recommending a three-prong approach for the future, one that involves the kids in the school to help them--the peer counselling program and some special education programs for black students; an educational program for parents; and an educational program for teachers to improve instructional strategies and to learn more about how to teach in a multi-cultural classroom.

Our faculty basically is older, if you will. There are very few minorities on the faculty. I think, I'm not sure, I'd have to count, but I think there are 5 or 6 or 7 black professionals on the staff, of a staff of approximately 120 teachers [background question]--of counselors and teachers. [background question] Well, there is one black counselor, one of eight of our counselors is black. Two. I don't count very well. [background question]

I see that the teachers who have been at the school for a long time are not used to a multi-cultural classroom and are not used to students who may not all be going to college, and that doesn't mean black or white. Teachers are having, do have difficulty in motivating kids in

general, teachers have difficulty in motivating kids who have fewer skills coming into high school.

What else can I tell you?

_____ : Mr. Duchesneau.

DUCHESNEAU: I, too, come from the _____--from the perspective of an educational institution. And all my comments are geared to what I consider to be our prime mission in the school, which essentially is a place for students to come to and learn. As a secondary role, but even before getting to that, I think we're very mindful that students learn better in a school where the climate is wholesome, where they get along with one another and where they feel comfortable, so that the dynamics of the student body is very much a part of the learning variable, if you will.

They also see a school as a microcosm of the larger community, therefore having a responsibility to community problems as well, and I would say responsibility to offer leadership towards the solution of community problems.

Generally my opinion is that students do better than their own parents or the adults in this matter of getting along with one another, of being tolerant of differences

and what not. But ironically it's at the middle school level that students begin to discover new relationships. Definitely boys discover girls and girls discover boys so this whole new way of looking at a peer invites peer pressures and parental pressures that they may not have understood prior to this adolescent age.

South Orange Middle School in the past 10 years or so has undergone what I would consider three major changes. The first one being that we used to be a junior high as opposed to a middle school, the basic difference being we have a younger student body. Ninth grade went on to the high school, we picked up the sixth grade. At about the same time, possibly for the same reason in terms of attrition, if you will, our enrollment dropped from a high of 1100 to a current population of about 550. While those two changes were taking place, the composition of the student body also changed from what was virtually an all-white school to what is now a minority population of about 30%, 25 to 30, depending on how you count the minorities.

So those changes have been taking place in the span of about 10 years, and as with the high school, our faculty is essentially an older faculty, so among the challenges, and confronting the changes was the challenge of being an older faculty, being accustomed to a different kind of school, if you will.

Our basic approach in confronting the specific concern dealing with ethnic problems, if you will, is to begin by involving all constituencies, students, parents and staff. I would like to suggest a couple of things we have done along those lines. One had to do with what I would label as consciousness raising. And I'm going back to last year when we invited the New Jersey Mental Health class--I don't know if you're familiar with their role, but my understanding of who they are is they are amateur actors and given their talents and skills, become available to various groups to act out, get into psychodrama, into role playing, and sometimes into spontaneously and other times with prepared scripts, where they act out, where they acted out for us at our request, various situations if you will either at the staff level or the student level reflecting typical situations in the school that would help dramatize, illustrate abuses, prejudices, bigotry, whatever. And the format called for the actors, center stage, with constituents or the audience surrounding them. And at some point the acting led into a question and answer where it was pretty hard to differentiate who was acting and who was participating. A very effective approach that had as an effect allowing the audience--and the audience being, for an afternoon workshop faculty, in the evening the parent community--the

audience then in participating in the psychodrama was able then to begin to identify with issues without necessarily feeling threatened. Are they talking about me, but yet the feeling may have been there. So consciousness raising was one of the ways that we tried to address the issue.

The second way, what I might call leadership training. And the example that I would cite in this case is that this year back in the fall I composed a group of about 25 students who had been selected by several criteria and several audiences. The criterion basically was leadership potential as perceived by their peers and by their teachers. We had several ways of getting at that. We were not looking for the typical student who would get himself elected to student office, not necessarily. We were not looking necessarily for the most popular student. We were looking for that student who had gained the respect of teachers; a student who would more likely have influence over other students and what not. We were careful in selecting those students to have a mix from all ethnic backgrounds because behind our concern to develop leadership potential was also the concern to provide a mix in the very process getting to that.

We received a lot of help in this endeavor from the National Council of Christians and Jews. In fact, the

thought came to me as a result of having worked with Jack Burrell who had come into the community to sponsor several community forums and at one point having known Jack I was prompted to call him and say, Jack, what can we do--what can you do for us in school. And that's what led to that.

The structure of that leadership workshop was a three-day, overnight weekend at a local college. The NCCJ subsidized a good part of that and provided the facilitators to train these students. And it went very well. It was just a good experience for them and led to other things that followed that back in school.

The other initiative that I would call to your attention is--I would label as an attempt to raise the aspirational level of particularly minority students, as well as in the same initiative begin to chip away at stereotypes that may be in the minds of all students. And this took the form of what became known as a supermarket. Let me describe that. For a number of reasons, the label attached to this program and more to do with career affair, a supermarket of careers, whatever, as opposed to describing a frontal attack, if you will, on ethnicity and racism and so on, accentuating the positive. How it worked was, given a very broad-based, community-based community committee, essentially parents, working with the

school, we were able to attract about 50 successful people in whatever field they happened to be successful in. And from a career point of view, we didn't care an awful lot which fields were being represented. What we did care about is that the people who did come in would be one the kind who would know how to interact with young people as opposed to lecturing to middle school students, and two, people who would be virtue of their modeling indeed raise the aspirational levels of minorities and chip the stereotypes of other students.

Said differently, if we were to have doctors--and we had several--we would look for black doctors. If we were to have engineers, we were fortunate to find a lady engineer. Whatever. That was a very successful day. We just suspended the curriculum for that day and students, full day, spent time in small groups interacting with these people.

A third way that we tried to approach it is to, as Dr. Willet suggested, is raise the acceptance level in students for all differences, not necessarily differences in color of skin. A most recent example of that is a workshop that took place, is taking place today in school, on handicapism. There we had the help of a Professor Shapiro from Paterson State College who is just very good at designing activities in which young people will

participate, making them walk through, say, stand in the footsteps of a blind person, of a hard of hearing person, or this kind of a person, and get a feel for what it feels like and so on. So we have that kind of an initiative today.

I would conclude my remarks by coming back to my very introduction: that through it all I feel that if we're mindful that our prime mission at the school is to teach students and have them learn, that to the extent that we work on having the best possible program to offer our students and have the highest expectations for all students and concentrate on that, then the fall-out effect of that will be indeed to chip away at the things that separate people, keeping our eyes on the ball instead of different ways.

_____: We will now hear from Reverend Dennis Mahon, Director of Planning _____.

MAHON: Thank you. Mrs. Cubero had invited the Chancellor of the University, Monsignor John Fortillo. He was unable to attend today because today is the day of the quarterly governing board of regents meeting on the university campus, and he asked me to come in his stead.

Not knowing all of your backgrounds or necessarily

State of New Jersey, United States, and also I used to do consulting work, I've done several surveys in police departments, it's a sad commentary because most chiefs are not prepared for that position, but through the political system the Peter Principle is perpetuated, and that's how they receive the top job in the police department.

The chief of police must be actively involved with the unit in order for the message to reach all members of the Department and the community. The governing body must not pay lip service but must give its total commitment towards this end and take an active role in the community together with the Police Department.

Most police officers in the State of New Jersey must be sensitized in this new realm of policing in order for these programs to be successful. Right now they're still pioneering programs. Most police departments--and I believe there's 547 municipal police departments in the State of New Jersey, if you ask them today or tomorrow what a bias investigation unit is in a police department, have they ever heard of it, have they seen it and read about it in the literature, the answer unequivocally, no. Again, that's ignorance in the criminal justice system and more so at the local law enforcement level.

Police misconduct, particularly ethnic, racial or

religious slurs must be dealt with by the chief of police with draconian disciplinary measures. He cannot condone, hoodwink these infractions. A police officer, if he is involved in police misconduct, particularly these kinds of acts, racial slurs, ethnicity slurs, this man is not above the law or below the law. He should be prosecuted and removed from his official position on the Police Department.

In order to ameliorate this social cancer, a total educational effort is needed throughout the State of New Jersey, and so elected officials must make it a commitment to eradicate the evils and deleterious effects of ethnic, racial and religious acts of violence. Bias incidents, however, are not solely a police problem. It is also a community problem. Solutions must evolve from a cooperative relationship involving the police, the local government and the community.

Basically that is the summarization of the recommendation I have here. It acquaints you here today. If there are any questions, naturally I'd be free to respond to them to the best of my knowledge.

_____ : I think that the logical separation between your presentation and the others that were here, perhaps we'll address our questions to you _____.

_____ : The question I want to ask is pertaining to the apprehension of the 16-year-old boy. We've been told that these are very difficult times to _____, very hard to make arrests. What was the, if you can tell us, what was the situation that led up to the situation of this particular individual? How did you approach this particular case?

PALARDY: We are fortunate in this incident--and most arrests you know are made accidentally and generally through eye witnesses. There's a distortion by the news media and the television media on how arrests are made, a alert citizen saw this boy get into a car after causing the damage and took down the license plate number and called our Police Department. As a result of running the license plate through the computer, this led to fruition of the investigation. He was involved in a sensitivity training session with members of my bias incident unit, but this also should be brought to your attention--he was prosecuted, in the family court for the newly enacted statutes that evolved around bias and terroristic acts of racial, ethnic natures.

_____ : And he was convicted?

PALARDY: And he was convicted. But again, the nature of

the eviction did not satisfy the victim as much as the sensitivity meeting that he had with the young youth in the detective bureau.

_____ : It happened in the early evening?

PALARDY: It happened in the early evening. But not late at night. Somewhere between 7 and 8 p.m.

_____ : That was commercial property in the downtown area?

PALARDY: Yes it was. It was up in the Pleasantville section of West Orange. It was three attorneys' offices, by the way.

_____ : Any other questions?

_____ : Yeah, Chief, I was interested in the fact that you mentioned your bias unit is responsible for collecting information to try and forestall acts of racial violence or ethnic slurs. Has this actually worked? Have you had experiences where you've been able to develop information to prevent such activities?

PALARDY: Yes, fortunately through my network of intelligence gathering and my contacts within the community of the criminal justice system, and more more particularly in the Essex County Chiefs of Police Association, where I'm the president of the association, I've had the opportunity to share and also receive information or intelligence regarding individuals or terroristic groups that may be planning to cause these deleterious acts to occur in West Orange or any other community within the metropolitan area.

_____ : Do you feel as though your bias unit has been a deterrent, Chief?

PALARDY: That's a hard question to answer, I'll be honest with you. You know, we've been on television with K. Payne, Channel 47, we've been on there several times; we've been on radio several times, and we try to reach a cross spectrum of the population. I hope and think that it does serve as a deterrent. We've publicized as much as possible and children today I believe are brighter today, maybe lack a little common sense in a lot of areas, particularly this area. We've gone into the junior high schools and the high schools and lectured.

West Orange has a population of approximately 45 to

50,000 people so we're not immune to these types of incidents or acts. But to answer your question unequivocally, _____

_____ : Ask you a leading question. One of the problems that many communities felt, particularly those where ethnic minorities come from culturally deprived homes, is that when they did go to the police with a problem that there was a lack of sensitivity on the part of the police and as a result they just didn't go to the police for help. It seems to me from what I know, from what you've said today, that what has basically happened in West Orange, maybe statistical point of view there may be more acts of racism, but that you're able to handle better with greater sensitivity because of the program that you and your associates developed and has spread now within the state. Would you say that was really the most important effect--yours is not, I know yours is education but yours certainly can't take the place of the educational process that would start really in grammar schools. Yours is one more of a sensitivity to a problem that really comes up from the community.

PALARDY: As a result of the consortium that we had in West Orange, and gee, I think every police chief was there

from Essex County and many other counties, and there was many state officials there. I think there was a spill-over effect. It was an enlightenment, people were edified for the first time focus was drawn on these racial violence questions. And I'm saying going from the fact that I believe a lot of good did come out of it. And I believe there is a new awakening in the policing milieu as a result of that.

_____: Chief Parlady, could you tell us about the incidents and report of last year. The first reporter said there was another.

PALARDY: Well, in the last one to convey that to you _____ that's still under investigation.

Here we had in this incident what was, took place on April 1, 1986. We were investigating a criminal mischief bias incident evolved around this case at 111 Northville Avenue. The officer observed written in white spray paint a cross with end pieces across known as Swastika on a green garbage dumpster and a letter in a circle on the south side detached to the garage. That case was not solved.

_____: _____

PALARDY: Most of them are--I don't have the actual clearance rate for the 17 cases that I brought before you today. I'd probably say that 20% were probably solved, but not more than that. Absent an eye witness, the police do not have much, do not have much proof to--there's no solvability factor, in other words. Most of these acts don't involve scientific testing of fingerprints. If there's not an alert witness there or a victim, the police officer just doesn't happen _____ to drive his patrol car by. It's very difficult to deter these acts. A lot have to do, though, with ethnic terroristic threats and a lot of swastika daubing. We have a black church in town where they burnt a cross. That was in the latter part of 1985, I believe in December. That case is still open.

BALCH: Thank you.

PALARDY: Thank you very much for allowing me the opportunity to be here today.

_____: Superb job, we are very pleased.

1:45 PM PANEL

LOCAL GOVERNMENT

BALCH: We now have the representatives from three communities, the chief executive of the three affected communities, two affected communities and one somewhat less affected community to potentially welcome you. I will ask them to speak in order of the appearance on the program so no one can take offense at any breach of protocol _____. We will begin therefore with Robert Grasmere, the Honorable Robert Grasmere--

_____: He's probably senior anyway, right? He's senior anyway.

HONORABLE ROBERT GRASMERE: I had the pleasure a few weeks ago of speaking with Ruth Cubero for some lengthy period of time about this and I suppose I've got to repeat things that I conveyed to you at that time.

[End of Tape 3, Side 1]

--moves that people make. Just for example, within the last 10 or 12 years we've had a very large Ukranian

presence in Maplewood which we didn't have prior to that time, occasioned by the fact that a Ukranian group came into the town and built a very beautiful church on Irvington Avenue. I only mention this to illustrate that the currents flow and ebb in terms of the numbers of people that are around.

We have had through all that time a black presence in the community. No one I guess ever really analyzed what it was in specific percentage terms; indeed, I'm not really sure whether any of the numbers today are actually correct. But suffice it to say that we have just about every background that you could imagine. In fact, if you had been privileged as I was last evening to be in Maplewood Town Hall for one of the most moving occasions that it's ever been my pleasure to witness: we had an evening devoted to the immigrant experience. And we had there the chairman, a German Jew who fled to Canada just barely came back to carry on his personal war and Britain's part of it in Britain and then ultimately came to the United States and has been a resident of our community for many years. His wife runs, the assistant head of our adult school. He chaired the event and told of his experiences.

In the course of the evening we heard from a Vietnamese student in our high school, Columbia High

School--it happens that South Orange and Maplewood share a school system, it's one of the only situations of its kind in the state of New Jersey, and it has even a special enabling act at the legislative level. This young lady at the age of 12 swam out into a harbor in Vietnam and jumped on a vessel that was sailing out with some people who were defecting and spent the next 14 days in starvation and thirst, ended up in the Philippines, somehow miraculously after a year ended up in the hands of Catholic Charities and ended up in Maplewood, New Jersey. And she spoke to the group last night in a very fine brand of English which she has managed to put together since 1982. Her father was American and her mother was Vietnamese.

And without giving you the whole picture, we then heard from a Haitian doctor; we heard from a Russian scientist; and a Japanese woman who is one of the most noted practitioners of the art of paper arrangement, origami who had a story that was so wonderful to tell that there wasn't a dry eye in the room. And I'm telling you this only because it illustrates the multiplicity of background that we have in the community and indeed always have had and welcomed in every possible way.

We have had a series of events which led to a substantial spotlight being placed upon our community in South Orange which in my opinion were improperly

classified as a racial problem within the community. We have specifically and definitely had a racial problem with respect to the perpetrators, but what I'm trying to indicate is that no one in the community who has really looked at this thing has any opinion to the--I can't really say that, many people probably differ in this opinion, but a great many people with whom I have talked and associated and probed over the years are convinced that what happened in our community was not reflective of a community-wide attitude.

We were the victims of the specific acts we now believe of perhaps two groups of young people, late teens, early twenties sort of thing, and unfortunately we haven't been able to come up with the smoking gun. And this sort of thing, as Chief Palardy said, the apprehension is extremely difficult, but let me for a moment go on to that one because the response to these events, the culmination of which was an aggravated series on the 9th, I believe it was the 9th of November--and I should mention to you that since the 9th of November, this thing has been reasonably quiescent for a great variety of reasons, not the least of which has been intense work on the part of the law enforcement agencies, volunteers of every description, and the public at large. But the response of the community was immense. We had, and I'm sure that Chief Palardy will

recognize how unusual this is, we had volunteer hours on the part of regular police; we had initially I think up to the early part of the year some 2,000 hours of volunteer work on the part of auxiliary police; we had community outpourings of support to those who had been affected by this sort of thing of-- . It was the 9th, Sunday the 17th, there was a full page with tiny little signatures from just one parish, this is the Parish of Our Lady of Sorrows. I don't know how many signatures there are on there but it's a tremendous number and it was an effort made by a church as were parallel efforts by practically every religious organization in the two communities.

We have an intensely committed group of clergymen who have banded together for a great many years for a variety of common purposes, one of which has been the matter of a greater racial understanding. And this group immediately of course amplified its role and people all over the community came forward with offers to assist in some way. And the most logical and immediate thing that we could suggest for the rank and file was to create a reward fund which would be, we thought, a compelling factor in trying to elicit the sort of information we would need to put an end to this. It's interesting that this morning the Maplewood South Orange News Record in its lower left corner has a box delineating the total at this

moment. It has just passed the \$15,000 mark. And these are the contributions of citizens within Maplewood. Now there's also a fund in South Orange.

But I point this out to you because this is something that was encouraged by the governing body by its initial contributions and thereafter there's been a snowball thing with citizens all over contributing. We have created a situation where information would not be identified, the money would be payable to an anonymous informer--but I should point out that to this moment we have not received a hard lead from this source. But the money is out there and increasing each and every passing week as it does it may just be that one day it will reach the trigger point that will help us get the hard information that we need.

I should point out that the efforts at the law enforcement level, which of course are the most logical response to things of this kind, included at the outset the FBI, the state police both the enforcement and forensic divisions, the United States Department of Justice indeed stepped in and I believe it was a Mr. Johnson came by--I may not be correct on that name, but I believe it was--and we had the prosecutors office of Essex County, the two police forces. And as time went on it occurred to us that this indeed was a sort of a

many-headed operation which really needed a point. And in the early part of this year we called, Mr. Spiotta and I called upon the FBI to act as the point agency and the FBI indeed to this moment is the point agency and we have police officers who report not to Maplewood police headquarters but just a short distance away here in Newark each day to FBI headquarters.

Our work in the apprehension of this thing has been really wideranging and it is being meticulously done. When the FBI picked it up, they, one of the groundrules was that they would act as though nothing had been done, literally start from the beginning, evaluate each shred of information and put the thing together. The individual who has been assigned by the FBI to head this is clearly one of the most effective operatives that the FBI has. Indeed, just had enormous success in an extremely difficult case which in fact involves civil rights. So this investigation is ongoing, extremely difficult, faced with a wall of silence, but hampered if you will by the fact that the crimes have not continued. In a way, it would be helpful if, strange as it sounds, for us to have something for us to apprehend somebody doing. But we haven't been able to do that because this ceased essentially in November and therefore it's very hard. We have all sorts of electronic surveillance material out

there. In instances where there's been multiple threat, perhaps several instances, and others where clearly there would be a risk of repetition we have resorted to electronic means which have been installed and are in operation at this time. I would say that the community response has been magnificent.

If any of you had read about or attended the recent example of--perhaps the leading example of this united response was Harmony Day which was attended by Governor Kane and attracted a very large crowd of people from both communities and was a celebration of the diversity of our backgrounds and an affirmation of the two communities' determination to abhor these things, indeed to make certain that if it were humanly possible for such things to never take place again. We feel that at this moment there has been such a, I'd say a fear cast into the hearts of those responsible for these incidents that they indeed are quiescent and hopefully will remain that way. One of our great fears always has been that there would be what's known as copy-cat crime which to people who are not very tightly wrapped, as the saying goes, very often comes on as something that they would like to do themselves. We're hopeful that the deterrent shown by the law enforcement people and the united attitude shown by the two communities will have permeated down even to these warped minds.

BALCH: Thank you. We'll have a chance to ask questions at the end of the panel. We now turn to the Village President of South Orange, Honorable Bertrand Spiotta.

HONORABLE BERTRAND SPIOTTA: As I had spoke with Mrs. Cubero, I pointed out that I've lived in South Orange for 50 years and one of the first experiences I had was when a group of neighbors visited my father and mother and suggested that they move elsewhere, that they weren't welcome in the community. And it just happened by chance that I happened to be in the room next door and overheard the conversation. And at that time, being very young, didn't really know what it meant, later questioned my father. What he said was, please forget it, go about your business, and be what you are. So my brothers and I had done that all our lives. I didn't realize that it was discrimination. And I guess all through my life, whether it be in school or at the university or in the service, I may have been discriminated against but I never felt it because I always looked ahead, I never looked back.

So this is somewhat disturbing to me when some of the blacks in the community come to us and say that we discriminate against them. I can see it, I can understand it, but they seem to dwell upon this. And my contention is if you look ahead and forget what's going on about you,

you should be judged as an individual, not by your race or your color. For example, I have a relative of mine who's, people would say he's very ugly physically. But when you meet with her and speak with her and see her, you know she's the most wonderful person in the world. And that's the way I judge people, by what they are, not by their color or creed. So sometimes it's hard for me to fathom what's going on when people saying they're being discriminated against. I will admit that.

I feel further that in South Orange, which at one time was a WASP community, up until World War II, strictly WASP. After World War II it started changing and as with Maplewood we had a diversity of backgrounds. Asians--the blacks seem to feel that they're the only minority. We have Asians, many, many Asians and that includes Japanese, Chinese, Indians. So our percentage, according to the last census, is about 10%. We have a population of 15,000 so it's approximately 1500 people. We get along very, very well, no question about that. We, too, were bored by these incidents that came up and the community at large responded the same way that Maplewood did. We don't like it, we weren't aware of the community itself having these feelings, but we know there are people with warped minds.

I was listening to Chief Palardy here and we, too,

have a group in our police department, and I have to say that I don't have faith in it, none whatsoever. Those of you who have been reading the newspapers know that for the last three years there's been controversy between the municipal government and the police chief. Originally everyone thought it was just our village president that was against the police chief, it was not. The police chief never understood that a governing body establishes policy and that the police chief reports to the governing body and he should carry out the policy. This has been determined by law. The governing body cannot interfere with the day-to-day operations of the police department. We can say we would like two lieutenants on such-and-such a duty, but we can't say we want Lieutenant X and Lieutenant Y.

So this has been a controversy between the police and the municipal government in South Orange. So therefore we receive no reports. We don't want to know all the reports, we don't want to go down to details, we're not entitled to details, we very rarely know what's going on. For example, there was an alleged rape of a white girl in our middle school several months ago. It allegedly occurred on a Monday, it was in the newspaper on a--our police caught up with that creep on a Wednesday or Thursday, the municipal government found out about it in

the newspaper on Saturday. So there's a lack of faith in municipal government in the police department of South Orange. I won't go into any further reasons other than that.

When Mayor Grasmere and I got together with Peter Shapiro, County Executive, insisted that the FBI come in, I know I felt that there was no faith in our police department. Maplewood was doing their own investigation; ours was, we thought was doing it but we really don't know; the county allegedly was doing an investigation; there was discrepancy between the county and the FBI. The county prosecutor allegedly--I'll be very careful now, we know he's leaving office--allegedly didn't trust the FBI. But one of the thrusts for all of us getting together and the FBI be the point in this task force--we can talk about it now because the word is out to the young adults in the community that there is a task force, we can't talk about the incidentals--was to convince the prosecutor to recognize that there were certain felonies that would be committed, that may have been committed, but if the FBI came up with the evidence that he would recognize this evidence and use it, for example before a grand jury. At first I would say he was reluctant to do this. The FBI wanted to go before a local grand jury as opposed to a federal grand jury, feeling the jurisdiction lies here.

But in any event the prosecutor finally gave in and will accept whatever evidence the FBI comes up with, which I think is great because I would rather have it presented before a local grand jury and I don't believe in, I hope these individuals will be indicted and when they come to court I hope there's no bleeding heart, liberal judges are going to say that this young man or this young woman was brought up improperly or she was deprived or he was deprived. The point is the law is the law and they have to pay for what their crimes are.

As far as Harmony Day is concerned, yes this was a joint effort between--not the governments of South Orange and Maplewood, we wanted it to come from the people. And as Mayor Grasmere said, this was not a racial, black-white situation; it was a reaffirmation of faith in ourselves that we knew who we are, what we are, and what we stand for by our various religious and ethnic backgrounds. We feel very strongly that the program for the day came off very nicely except for one thing as far as I was concerned. There weren't many blacks there. That's a heck of a situation. I thought that was terrible. Oh, there were some there but a sprinkling, small sprinkling.

As far as getting back to the question that was asked, why--Ms. Cubero had asked this--about the municipal employees, what our ratio was as far as black and white.

As I said, we have 10% in South Orange. Unfortunately we are bound by Civil Service so all those who take exams had to go through the Civil Service route. Unfortunately blacks don't apply for Civil Service exams for Fire Department. They do apply in the other departments, Police, Street Department and what have you. We advertise these openings through the various ethnic groups in the Village. We try to get people from South Orange. And it has worked out very well for those who have taken the exam. Now another thing, when I was talking with the group last fall and this was a group of these young people getting together, young and older getting together, who felt that South Orange was not giving their proper allotment--that's a work I detest, allotment--to minorities. They here again asked about minorities in the Village forces. I was able to point out to them that as far as appointments were concerned to various boards, various commissions, that they were 10% black. And the blacks who questioned this didn't even know about it. I asked them all, why don't you know. They said, well, perhaps you should print a picture. I said, how ridiculous can you be? To me I abhor that. I said, I pick people because they're qualified. Unfortunately I said I would like a qualified black. Well, this raised all sorts of havoc. Why do you say qualified? I said,

well, if it was an Italian name, dammit, he'd have to be three or four times more qualified than the next person, as far as I'm concerned. We don't appoint people because they're Irish or Italian or Jewish or black. We appoint them on their qualification. If they happen to be black, whether they happen to be Irish, Jewish, Italian, whatever, fine. But just because they're black, no. So I suppose my choice of qualified black was an unfortunate. It wasn't unfortunate to me, but they seemed to feel it's a terrible thing for me to say. But I'm not going to appoint anybody because they're black or Catholic, Protestant, or whatever. I will not do that and I go on the record as far as that is concerned.

Then as I say, they were shocked, pleasantly shocked, that 10% were on these boards, minorities. And again I pointed out that they weren't the only minority, that I appointed several Asians to the boards. And this didn't sit too well. To me I don't understand this, I don't understand it. That's enough for the moment.

BALCH: Our final _____ will be The Honorable Shari Weiner, Mayor of Livingston.

HONORABLE SHARI WEINER: First on a personal note it seems like old home day. I used to work for the Civil Rights

Commission in Washington when I was in graduate school, I worked in the library. It's interesting coming back from a different point of view.

I guess a very flip answer as to why Livingston hasn't had the kind of bias crimes the other two communities has I guess is because we've been lucky. As you pointed out, every community has a potential of having such incidents. In preparation for today, I called the Antidefamation League to get a tally of the bias crimes which have been recorded for Livingston. Since the beginning of 1984 we've had 8 such crimes. Interestingly, 2 of them pertain to threats made to the ADL office, which is in Livingston. So we've been--it keeps our number high. The other incidents are anti-Semitic graffiti which was put on a school bus which later was determined came in from outside our community--we don't have our own school buses. And our largest anti-Semitic problem pertains to one family in town which has a reputation for being anti-Semitic and has caused confrontations throughout the community.

Why do we not have incidents? Who can say. In trying to determine, I was thinking of some of the positive things that we do do in the community which I can assume or hope have added to this atmosphere, the positive atmosphere we have in the community. We have a very

active clergy association; we have a lot of inter-religious activities between our churches and our synagogues. We attempt to sensitize our children very early in the elementary schools. We have a program called "Let's Connect" where we encourage our young people to speak out about their feelings and to be aware of the feelings of others. I think that's a very positive step.

But probably the greatest positive aspect is the nature of the town itself. It's a very stable community. I just received word that the Jewish Federation of Metro West, which is our, the federation of the entire Essex County, Morris County, has been doing a survey about residents in the area. And they were amazed to find that of all the towns in Essex and Morris that Livingston is most stable as far as the movement of residents. People in Livingston do not move out. You will move from one house to a larger house to a larger house, and there's a stability which is present there which is apparently not evident in many of the other communities in the area. And that was brought out as a very positive cause.

We have really no restrictions in Livingston where you can live. We don't have, you know, the bottom of the hill and the top of the hill. You may not be able to afford all the houses in Livingston, but there's no feeling that if you can afford it that you can't live

there. This means our neighborhoods are strictly integrated between ethnic and religious groups and there's no area that you would designate as being one area or not. I think that that has something to do with it. Economically we have very fortunately very few economically deprived households in Livingston so people have an investment in their community, are very active in the community. We have a very strong sense of volunteerism. We have a volunteer fire department, all of our--we have many volunteer groups in town serving as advisement committees to the town council. We run an open government, people feel that they have access to the government and can come speak forward.

I think all these things add to a feeling of wellbeing in the community. Perhaps it is less of a sense of people wanting to strike out to hurt their neighbors or hurt the community because they feel such a part of it. We have a very small black minority population in the community; our largest ethnic groups are Asian, Indians and Orientals, which tend to be in two particular areas of town that they have congregated. They on the whole have not really chosen to become part of the community, they have more or less segregated themselves by choice. We have tried to bring them in, getting them on committees and such, and by choice they have chosen not to. Their

children do attend the public schools and you see large evidence of the achievements of the Orientals as they go through the school system.

We have so many ethnic groups in town that the number of English as a second language has become a major issue. And the dialects. There must be, I don't know, 20 or 30 dialects that they are required to teach because of the different groups that are there trying to help these people learn English. So we have a large mix in the town and, again, why we have so few incidents, who knows. I think some of the factors I've listed are probably reasons, but again I think we've been lucky. And I just hope our luck continues.

BALCH: Well, are there questions?

_____ : I was just curious, Mayor Weiner, what is the minority population in Livingston?

WEINER: We were trying to figure that out. The population in Livingston is about 28,000. The last census figures we have list approximately 200 black. The Asian and the--is not listed as a population. We think we have about 1,000 Asian-Indians and probably a comparable number of Orientals, though I'm not sure. I tried to get

information, you know, for today to prepare that. We really don't have a set figure on that. The town is primarily Caucasian. And religious wise, probably equal mix of Jewish, Jewish-Italian and then Protestant and then the other smaller groups. So we do have a mix.

_____ : What role do blacks play in your community?

WEINER: Whatever they choose to.

_____ : I mean what are they doing now as far as government is concerned?

WEINER: There are no blacks on the council, there are--I don't think there are any blacks on any of our committees, again just--oh, excuse me, yes, there is a very active, there is a black man who is very active on the transportation committee. We, the way we put people on our citizens advisory committees, they submit an application, a resume, and we have a bipartisan appointment committee who will appoint anybody who applies. It's strictly open and we just don't see the participation. But certainly not by any means other than that the interest is not there. But there's certainly no, you know, we don't attempt to exclude anybody from these groups.

_____ : What about the Police and Fire Department?

WEINER: Our Fire Department is volunteer, made up of residents and there are no blacks on that. And our Police Department do not have any black officers.

_____ : What is the total population of blacks out of 28,000?

WEINER: About 200. And again they live scattered, there are no particular areas where blacks live, wherever they choose to move in, you know, just where they happen to settle.

_____ : _____.

SPIOTTA: Spiotta.

_____ : Spiotta, I'm sorry. I noticed in, I noticed in your presentation a running thread, at least I sensed it, you did mention it specifically, about the relationship of the black community within the Village of South Orange and yourself. You specifically alluded to the blacks as a group, specifically alluded to the fact that after apparently complaining about various acts where

they felt that they were being racially discriminated and then when the communities had a Harmony Day you then went on to say that after all their complaining--I'm following the thread--that they didn't even show up to be part of that. I gather that there's been some sort of exacerbation, not only from you but from previous testimony earlier today, between the black community and the administration within South Orange. Why do you think the blacks feel that way? I haven't heard them say it necessarily about some of the other towns. Why particularly South Orange? Is it frustration because of the inability, for obviously legitimate reasons, that there haven't been any arrests, that there haven't been any type of finger pointing directly to the culprits? Why do you feel that the blacks feel this way? And why do you specifically look at--it was interesting that you noticed on Harmony Day that you noticed specifically that there weren't too many blacks there?

SPIOTTA: Well, of course. All righty. First of all, we have had a black population in South Orange ever since South Orange was started hundreds of years ago. These are the new people that have moved in, the militant, I call them the militant blacks.

_____ : The older blacks are all right? I mean you haven't had that problem with them.

SPIOTTA: No, but--I don't like the way you said that, that they're all right. I don't mean it that way.

_____ : All right, I meant that they didn't cause a problem vis-a-vis you, politically.

SPIOTTA: Forget the politics, I'm not talking about politics, we're talking about people. I'm talking about the relationship between blacks and whites in South Orange over the years. You have the newer group coming in, the black yuppies, if you will, and they're very militant, make themselves heard and felt, which is great. I cannot quite understand that. They would like more black policemen, more black firemen, but they don't want their sons to be policemen or firemen. I can understand that also, they expect them to be hired, higher economic rate. I feel that there's a militant group in South Orange who wants everything for the black. Nobody else has said that, they seem to forget there are Asians and that they are not the only minority in the definition of the federal law, which includes Eskimos, if you will. And when they found out that they were represented by 10% on all

appointed committees and 10% in the work force, they were, as I said earlier, they were very shocked, pleasantly shocked--or maybe not pleasantly shocked because maybe they didn't have a stigma, or an ax to grind.

As far as in municipal government, a black did run and he lost. I can't help that. That's not in my purview. I have felt that I have appointed qualified people, be they black or white. And the blacks are thoroughly represented.

_____ : I also gather from your presentation, extreme unhappiness on your part--and I don't know the, I don't want to use the word politics and I don't mean in a pejorative sense necessarily, between your particular office and the police.

SPIOTTA: It's not my particular office, it's the entire governing body.

_____ : Entire, I'm sorry, it's the entire governing body.

SPIOTTA: It started with me.

_____ : The elected--

SPIOTTA: Yes.

_____ : --_____ of South Orange, the Village of South Orange and those people who were Civil Service have attained rank of police lieutenants or whatever they may be. For whatever the reason, I'm sure that in your mind you have good reason, you felt that there was a lack of ability or--I shouldn't say ability--there was a lack of follow-through certainly on the issues that have been brought forth today, earlier today vis-a-vis the racial incident, that you didn't really have great faith in their ability or their, use the word integrity, their prioritizing that as an issue. Is that correct?

SPIOTTA: That's true. But not only in this field, in other fields as well.

_____ : In other fields, too.

SPIOTTA: Absolutely.

_____ : And in fact you even spilled that over to the prosecutor's office, as I understand.

SPIOTTA: That is true.

_____ : Knowing those facts and that they're your

stated facts and I did hear them earlier today from other people, does it not give one pause, the fact that there very well might be then a lack of trust on the part of a black community who basically have been, to those people that the incidents have been against, although it's my understanding there also have been some Jewish individuals but basically it's been black--would you say then that there very well might be then a reason for those people to have lack of faith and trust in the, quotation marks, militants, in the fact that their elected officials aren't doing anything, not knowing that there may be lack of cooperation between the police--.

SPIOTTA: Yes, I would quite agree with that. Cause if the positions were reversed, I'd be the first one to come forth with something like that. Yet when we tried to tell them where we're constrained by the FBI and the prosecutors office, they seemingly don't believe us and think nothing is being done.

_____: Well isn't it a fact that the FBI really came into this a number of years after the first incidents really happened?

SPIOTTA: That's true.

_____ : And the FBI really came in as a result of whatever pressures that may have been brought on political elected individuals to finally reach out to the so-called impartial police investigative unit?

SPIOTTA: Not necessarily, because this is the first time where you could involve the federal government on civil liberties because threats were made, terrorism was involved. In the other instances, there wasn't any terrorism, saying so-and-so go home or whatever.

_____ : Was it your suggestion the FBI be brought in?

SPIOTTA: Not mine lone, no.

_____ : It originated elsewhere?

SPIOTTA: Between Mayor Grasmere and I and Peter Shapiro, the County Executive.

_____ : How did Peter Shapiro get involved in this, being the county executive?

SPIOTTA: I suppose he felt he was head of the--first of all, he lives in South Orange and he's been very close to

South Orange and Maplewood. I suppose he felt political pressure upon him. I can't answer; only Mr. Shapiro can answer it.

_____ : President Spiotta, what is the percentage of blacks on the police department and the fire department?

SPIOTTA: Fire Department, none whatsoever because none has ever taken the Civil Service exam. On the police department, 8 to 10%.

_____ : 8 to 10% out of--8 to 10% blacks are on your police department?

SPIOTTA: Yes.

_____ : What capacity?

SPIOTTA: All patrolmen. A black who was a lieutenant died in office. The rest are all patrolmen working their way up.

_____ : So they haven't been on there long?

SPIOTTA: No, or when the Civil Service exam comes for a

sergeantcy they don't take them or they fail them, as many whites do the same thing, don't take them or fail them.

_____ : Mayor Grasmere. What is the percentage of blacks on your police and fire department and your various boards?

GRASMERE: Blacks, not minority?

_____ : Blacks.

GRASMERE: Blacks. We have one black patrolman at this moment out of a 50 person force. We have one black fireman out of a 40 person force.

_____ : Your various boards?

GRASMERE: The boards constitute probably about 3-1/2 going into 4%.

_____ : What percentage of blacks in your community?

GRASMERE: It's described, not by me because I haven't done the research on it, the press has called it 5%.

_____ : Thank you.

BALCH: I'd like to thank your two mayors and our one village president.

GRASMERE [?]: I would like to make a statement about minorities, though. We just have hired three new policemen. We have--one Hispanic--these were the top rated people out an initial entering panel of I think 115--a Hispanic, a woman, and a white policeman.

_____ : The white policeman is a minority?

GRASMERE: No, I'm just saying, I'm just trying to tell you what we just hired.

_____ : Oh, I'm sorry. I thought I _____.

GRASMERE: We are led to understand that we have at this moment, in other words, we will have three--depending on how you view the woman--

_____ : She's not a minority either, she's not a minority, not a woman.

GRASMERE: Okay. Occasionally, though, this matter is brought to our attention, as you might imagine.

_____ : I'll straighten you out anytime you want to call me.

GRASMERE: All right.

_____ : Thank you. The majority of white males, we won't give them that one either.

BALCH: Thank you.

[End of Local Government Panel.]

3:00 P.M. PANEL
EDUCATIONAL INSTITUTIONS

BALCH: Okay, we have one last panel, which will be dealing with the role of the educational institutions in the two communities and on this particular panel we have the Reverend Dennis Mahon--if you would come up to the table as I call you, I'd appreciate it--the Director of Planning and Institutional Research at Seton Hall University; Dr. Richard Willet who is Principal of Columbia High School; and Dr. Joseph Duchesneau--I hope I pronounced the name--

DUCHESNEAU: Very close, Duchesneau.

BALCH: Principal of South Orange Middle School. Perhaps the thing to do here would be to begin with the two public school officials, maybe we can get Dr. Willet and then Dr. Duchesneau. Duchesneau. I've got to work on that. And then we'll go on to the Reverend Mahon.

Dr. Willet, if you'd like to begin.

HONORABLE RICHARD WILLET: I was not asked to make any prepared statement before I came this afternoon so I'd just like to make a few comments if I could. I think from my vantage point as an educator, our goal is to put you guys out of business ultimately so that students that we educate understand what civil rights are and develop attitudes and a set of values that would allow them to exist in a multi-cultural environment. So that's really the goal of the school, public school as I see it. And obviously since you're here that goal has not been achieved as yet. And I think that that reflects the status of education, not only at Columbia High School, but probably in other places, too.

I see Columbia as a public high school and therefore all the students who live in the communities eligible to come to that school. And they come to that school laden with the values and traditions and beliefs of their families. And so although most of the students, or many of the students, appear to be very respectful of everyone's attitudes, there certainly are some who need further education. I would not begin to say anything other than that.

I think that the general condition of our high school is, from the outward appearance, very good, in that we don't have continuous racial strife, we don't have the

halls laden with graffiti and racial epithets being handed back and forth. However, I don't think that once you get below the surface that all the time conditions are perfect. I think that when push comes to shove lots of times kids may group themselves according to race or according to their religion or according to their social group.

I think that for the past few years Columbia, people involved with educating at Columbia High School have tried to develop

[End of Tape 3, Side 2.]

on their own initiative as a result of what they had read in the newspaper and what their friends had told them regarding the acts of racially motivated vandalism in our community.

It's a program last year that 13 students started and next year it will continue with almost 50 students at the school. And although most of the kids involved in that program are not black, I think that the commitment toward that kind of a program is very important.

We have also started a peer counselling program for high school kids at the school where upper class kids work with freshmen. And some of the goals of the program are the same in terms of understanding stereotypes,

your familiarity with Seton Hall University, let me just spend a moment or two describing what are perhaps the relevant points. Seton Hall's been in existence for 130 years and all but 4 of those years, the first 4 of those years, have been spent in South Orange. It's a university run under the auspices of the Catholic Church, specifically of the Archdiocese of Newark.

Seton Hall's history divides roughly into two major components. Before the end of the Second World War, Seton Hall was a quite small, approximately 6-700 male student body located exclusively in South Orange. With the returning GIs from the Second World War, the university expanded tremendously, starting campuses not just in South Orange but in Paterson, Newark, and Jersey City. The student body grew from that maximum of 1,000 in the prior time period to more than 10,000 students. In the very early 1950s we had the largest percentage of students who were receiving GI aid, veterans aid.

Through both those time periods, the earliest 90 years when we were very small to the post-World War II when the university grew so tremendously, we have been able to offer an education perhaps best to the then-first and now increasingly second generation college-going families, students in the immigrant groups of Irish and Italian and Polish and Portuguese and Cuban and Puerto

Rican, German. These have been typical Seton Hall students through both those time periods in the smaller, confined to South Orange campus as well as in the larger time period. We've been doing that, then, since the 1860s. When the 1960s came, Monsignor Thomas Fay, who was the president of the university, was a leader statewide in reacting positively to the civil rights outcry of those late-1960s periods, not just in New Jersey with helping to, it was not supervised, but to participate in the New York rent strike on the public housing projects, but as well as marching several times with Caesar Chavez and the United Farm Workers in California.

As a result of Monsignor Fay's intense interest in the, meeting the needs of not just Seton Hall students but the state of New Jersey at large, in fulfilling its citizen's expectations and rights, the university initiated a number of programs which date from the 1960s and 1970s, many of which continue. Our law school, basically under Monsignor Fay's insistence, remained in Newark at a time when that came under serious question. It offers both an Hispanic and neighborhood legal aid clinics, has an extensive educational opportunity for minority students attending law school. The university has one of the largest Upward Bound--which is a kind of enrichment program for minority students, encouraging them

to consider attending college on their graduation from high school. One of the largest of those and the largest at a private school in the state, the largest educational opportunity program.

As was mentioned by my colleagues, I thought quite aptly, colleagues in education in South Orange mentioned quite aptly, we're still dealing with young people and despite these efforts we have had on our campus toward the end of April friction between, started out between, basically between fraternities which quickly took on a black-white confrontational aspect.

We've kind of been within South Orange perhaps the odd people out. Our undergraduate body--as I said, it was quite small prior to the Second World War period, but now we constitute approximately 5,000 full-time, undergraduate students. Nonetheless, we had--I think South Orange is 17,000? [background comment] Well, more or less. Two people moved out last week. [laughter] So that only one-fifth of those, approximately 1,000, are currently, reside in campus dormitory. As I say, we've been almost the odd people out. We were a Catholic institution during those earlier time periods in a town that was not Catholic; presently the composition of South Orange has changed where we're still not necessarily, with the major segments of Jewish families. Again, we're--we were way

back when that seminary up on the hill and now we're larger but we're still kind of tucked away in our corner of South Orange.

Our focus has been on students who come to us. And we have participated, we never saw such a thorough organization and concerned clergy bringing in the National Conference of Christians and Jews for the past year and a half to organize meetings. Some 100 or so of our faculty and staff and administration live within South Orange and a number of those people have participated in that effort of the Concerned South Orange Clergy. My own observation from participating in that group was perhaps, my own conclusions were that what has happened, not knowing the solution to them but recognizing that what has happened in South Orange, the incidents that have received press attention, the families who have been intimidated and threatened most unfairly--these are crimes and those who have been proven to have committed those crimes ought to bear the full penalty of the law.

As I said in my earlier remarks, Seton Hall has been quite actively involved--I don't know whether many of you have been to the campus, but the programs are there and they are substantial ones. They bear, we welcome whatever scrutiny and attention that you would care to give to them. In spite of those I think rather exceptional

efforts, we haven't, we cannot say either that we're about to put civil rights commissions out of business. But taking another strain from--it's not a consolation but it's simply a recognition of reality, our churches teach that short of the end of the world we're not going to be totally blissful and Edenic here. Racism and bigotry are sins and our task is to show our students, get our students to recognize that fact, to cease and desist where it applies to them in particular, but the recognition at the end is that finally it's not going to completely and ultimately disappear. Seton Hall has gained a lot from South Orange; we hope that at various times and in various ways we have contributed to South Orange. We recognize and, as I say, it's my perception that the incidents that perhaps precipitated your inquiry, it's my perception that they seem to be relatively isolated.

I got in at the tail end of Bert Spiotta's presentation about, and from having been in public meetings where we try and say, yes, we're going to put up a new building but no it's going to have no effect on your parking lot, and South Orange is kind enough to believe us year after year, I knew that there was some lack of communication with the police force. I hadn't recognized until today that perhaps it extended to this particular area. But from mine, I couldn't say that I speak for the

university in this regard, but from my observation as a participant in this, I see them primarily in the context of criminal activities. Why there has not been a solution to that I don't have the means to draw a conclusion or a judgment on that.

You probably knew all about Seton Hall and didn't need the first five minute peroration, but I thought that I ought to put my presence, as well as the university's presence within South Orange, in some sort of perspective for you.

Thank you.

_____ : I wonder if I could ask Dr. Willet a question. You described several programs in rather general terms. Your school has gotten going an effort to improve intergroup relations. We've heard from time to time that the tensions in the larger community on the outside do spill over into the school and there have been racial conflicts of a visible if not major characteristic within the school from time to time. I'm wondering, practically speaking, if you could tell us what you have done on those occasions so we can get a better sense of what is involved, practically speaking, on those occasions when there have been racial problems within the school itself involving students.

WILLET: I think that the simple answer, the most direct one is that when this kind of fighting between a black student and a white student that's dealt with as a crime in the eyes of the school and we have rules of government and those students are punished accordingly. Sometimes that fight is just a fight between two young men who just can't get along that day, and one happens to be black and one happens to be white. In other cases that's not true. In other cases the events that lead to that fight are racially motivated and then although the same penalty occurs to the kids, in terms of being suspended from school etc. I think that what happens next is the disciplinarian, the individual who is suspended one or both of those students and the counselors of the school are asked to spend some time with them in a counseling mode. The parents are always in cases like this required to come to school, prior to those students coming back, so we can help them as parents understand some of the things that led to their kids, their son's suspension from school.

Most of the--I can't characterize our high school as having lots of incidents and violence related to racism. I can't do that. I've worked in several high schools and I don't see the--

_____: Not necessarily violence, _____ variety of ways _____ these activities.

WILLET: I think that's the other category, that's really where--violence is not there and it's not there any more than any other place. I think that where we can see it, and you don't always see it and you don't always hear it, but where it's seen and heard and reported it's dealt with. And that the kids who are talking back and forth in the hall or talking back and forth in the classroom, when they come to sit, the teacher brings them to me or to somebody else, we sit and try to work with those kids to understand that that's not the way they should behave in that school society, in that school climate and that if they can't put those prejudices behind them then they might not be able to stay at the school.

_____ : _____ occasion for school-wide program to focus on the problem?

WILLET: No, can't say that. Because it's not--the overt nature of what I consider institutional racism, or could be called passive racism, or differential opportunities that may be overtly available to kids, I don't see--I don't see that as a normal stream of events that take place at the school. So there has not been a school-wide effort to talk about that kind of taunting or things that, because we just don't see that going on that much. And I'm not trying to suggest that it doesn't occur. We had

one incident this spring that involved all black students, a group of black students from our school and a group of black students from another high school. Those other students came to our school and a fist fight took place in one of our black lots, on the playground, if you will. And at that point we, it was a large enough event, although not racially motivated, a large enough event to have to deal as a school in making certain that our students knew that that's not the way to deal with an adverse situation or conflict, potential conflict or whatever. And that we just had to work through that with them. That was probably the largest all-school response we've had since I've been there in something that related to races. And I don't consider this to be a racial event.

There had to be some teaching done with the staff to make certain that they understood that this was not a way for them to look down at black students because black students were involved in a fight, and they were, but really a matter of honor that existed between two groups of kids, one from our school and a group from another school. So we had a faculty meeting to discuss that issue with the staff and to make sure they all understood the events as they took place, what motivated those events, and that the students who were involved should not be looked at in a negative or a pejorative way but should be

looked at only in the way that they were responding to a matter of honor and not a matter of class or a matter of race or anything like that. And we asked the teachers in the classrooms to deal with that as they could. We took all the kids that were involved, all the kids who were visibly upset, and spent time having small group discussions with them and the counselors so they all understood the parameters of that situation, that it was not a racial incident, that it was really, again, a matter of honor between two groups of kids.

_____ : Do you or Dr. Duchesneau have any way of assessing the class of the various programs in relation to higher aspirations on the part of minority students?

DUCHESNEAU: The answer to that is yes. But if you were to press me to produce objective, concrete documentation, then my answer would be: I think so. In some ways I can say yes like in a negative way. In the absence of explosions and conflict where the situation might have led to it and indeed did not, tells me something about the health of the student body. If I could pick up on an earlier question to illustrate it in a different way: I'm tempted to poll the panel and ask you how many of you recently dealt with adolescent, know something about middle school age. I think it would be easier for you to

identify with my comments. Something about being, I don't know, 12 or 13 years old, something about--your life styles, you're very much tied in with your group and your peer relationships. And that changes every day. And that's the age where cliques form and today you're friendly with this group and tomorrow with that group. That since day one and probably has very to do with the color of your skin. It could be anything.

Given that fact of life that's part of the adolescent stage, if you will, when differences do come in, they do tend to exacerbate matters. The typical example might be two students who, "Your mother this," "Your mother that," today or yesterday, that could lead to--or that's the thing to talk about today, all the buzzing would take place, hey, those two kids are going to fight, and then people are looking with anticipation to what's going to happen after school, the big circus. I don't want--so they exaggerate but that's all part of the dynamic of being an adolescent in the junior high and middle school.

Now, if one of the rivals happens to be black and the other one white, then it takes on many other overtones and then the supporters, their loyalties, will further polarize the situation. So what could start out to be a very adolescent phenomenon could then take on the tones of a racial phenomenon very easily while those things take

place. Last spring I got wind of one of these things beginning to build up. And a typical approach that works well for us, I would guess in any school, is to have our ears to the ground and hear the buzzing. Teachers pick up on this very readily and they're very quick to say, "something's going to happen after school and so-and-so may be the ring leader," and so on. To the extent that we can get to these people in the course of the day, and that's not all that difficult to do because they're still pretty open then, and get them to talk with one another, get what's behind it, not only do we avoid what was going to happen that afternoon but we began to get at what's really bothering these kids. And what we tend to hear in some cases are exactly as Dr. Willet said, that it may be more serious thing separating them, been eating away at them for some time.

So last spring when this was building up, led to sort of a group situation, where we had the participants together. And in this case they were divided right on the line, the whites and the blacks. And what started out as being an attempt to defuse the situation, and we succeeded in doing that, the kids enjoyed the process of defusing so much that it became a club. We gave it a name. They found a new community identity. And that club continued in existence from their near fight that never took place

to the end of the year and it was turned around completely into a very constructive, productive group to work at other issues. And that indeed was the inspiration for the leadership workshop that took place this year, so we could do it in a more institutional way, more permanent way than the ad hoc way that we did it.

So one of the things we do to deal with isolated incidents is try to capitalize on it and build a lesson around it.

_____ : I would say that I would have to agree to some, most of the gray in that it's the absence of incidents that I would have to point to as saying the climate in the high school is fairly good. And if you look at 70-80% of our student body, black and white, 70% of our student body in general I think does very well at the high school, academically and socially. And you see that in the participation in dances where you go and you see lots of kids having a good time; some of them are black, most of them are white because that's generally the population of our school, I think we're 20%, 21-22% black and the rest of our students are white. And that's very good for the bulk of our school. There is a group of students, mostly black, who were not successful at the school who get involved in various acts of mischief like

not going to class, hanging out in the bathrooms and that sort of thing, as opposed to being real criminals.

And that is not necessarily a reflection of the total school climate and our inability to reach that particular segment of our population. More black students, percentage wise, get suspended from school for cutting and for fighting than non-black students, disproportionate percentage of them. I would say that a disproportionate percentage of black students are in, larger disproportionate percentage are in our low ability classes. And I think that that has an effect on their image of themselves and the role they feel they can fulfill in a public high school. And I think that that's something that we as a school need to continue to work on. But in assessing the overall school climate, I would say it's pretty good for most kids.

_____ : I have a question for Dr. Willet. He said when a student or students have to be expelled from school for a fight, let's say it was racially motivated, to get back into school the parents must come to the school. Have you ever had that happen specifically around the _____? Could you tell us what the climate of the discussion was and how the parents responded _____?

WILLET: I don't deal with discipline that often. The most interesting readmittance conference that I had was with a black student, a black boy and a white boy who were suspended for fighting. I had their parents sit in the same room together at the readmittance conference.

_____ : With the students present?

WILLET: With the students themselves. And that was a very, that was a very interesting hour to hear the parents be very defensive of their own child in terms of how he had acted, and not letting the parents complete the readmission until they had agreed among the four of them to make certain that their children were more respectful of the differences in the other kid. And that worked out quite well. It wasn't very pleasant and it forced people, at least on the surface, to come to grips with the reality. Your son's not coming back to school until you as a parent intercede to ensure, or do everything you can, to promote proper behavior. I only did one of those because I only had one occasion to do it. I know that that's happened in the past and that's met with some success.

I found that what Ray has said is very true. Kids are much more docile and much easier to work with in terms

of being able to shape their behavior and to get them to agree and understand the reason for that behavior. A lot of the difficulty lies with those people who are older and have had their values impregnated much deeper in their mind. I find that very hard to work with.

_____ : Mirroring what you just said, Dr. Willet, how do you sensitize your teachers who are older and not ready for change? They're used to dealing with white kids and now they've got to deal with black kids and other ethnics. How do you sensitize them?

WILLET [?]: That's very difficult to do. It's very difficult to do. There is no real hammer because with a staff of 120 teachers and only 10 or 12 people to supervise in the building, it's impossible to be in a hundred classrooms to really have a hammer, or to really be able to coach and work with someone all the time. So it's very hard to ensure that behavior has been changed.

What we have done are some things that are similar to what Ray has done. We've mental health players in our school. They heard from me about having high expectations of all their kids and what that means in terms of how they instruct in the classroom. We've had a series of workshops run, some during the school year and some during

the summer on what racism is and how to come to grips with it yourself and how to deal with it as a classroom teacher. Those workshops I've just mentioned have been voluntary and we probably put through a fifth of our staff on a voluntary basis through that. This fall we're going to go back and add a program on what it is to teach in a multi-cultured--in a classroom where kids come from a mutli-cultural environment. And I think that that's important because different kids come to classrooms with different things in their mind. And it's not to value it positive or negative, it just means that it's different. And I think our staff, an older staff used to dealing with a more monolithic class, needs to understand what that means. And then the next step is to help them learn some teaching strategies to deal with that.

_____ : Why do you do it on a voluntary basis? Why isn't that an inservice program like you do with other programs in the school system? Especially with only one-fifth of them coming in.

WILLET: That's right. I chose to go that route up through this year because I did not--I was somewhat worried when I first worked with staff to analyze--I had a consultant come in to work with me and analyze sort of the

faulty climate in terms of whether they were receptive to dealing with issues like this. And what we found was a lot of denial, that everything's fine in my classroom, it's the halls that aren't good. Or it's other classrooms. But basically in classrooms many teachers, in fact most teachers, believed everything was fine. And to be in the what I call mode of denial is not a fertile ground, it's not a teachable moment. So the route that I chose to take was one of voluntarism. I think I've got enough volunteers who have been trained and enough of the middle ground of the faculty cemented to in the fall begin exactly what we're suggesting. And what, and that in general will be the things that I just mentioned, multi-cultural classroom and effective teaching strategies for that. And that's part of the plan that we will be sharing with them later this month, later in June.

_____ : Do have a joint board or community group? What kind of a board since you have two communities coming together for your high school? Do you have a joint board or do you come under both boards of education?

WILLET: We have one board of education. I'm not sure how they work out how many come from which town, but it's--

_____:

_____ : But that's not a _____, it just happens to be that.

_____ : Just happens to be that. _____

WILLET: The school is physically in Maplewood, but right at the border to South Orange.

_____ : Why do they have _____?

_____ : Just because the way it works out.

DUCHESNEAU: Well, if I could interject--

_____ : The township almost asked for a resolution.

[End of Tape 4, Side A]

DUCHESNEAU: It just happens that the residents of _____ got themselves elected on the board live where they live. So there's no quota system.

WILLET: I think your opinion's a good one.

_____ : I have another question. I wanted to ask Father Mahon, in dealing with the student body, you said, how many, 5,000 undergraduates I take it from all over the state. But are there a majority of them from--

MAHON: Northern Jersey.

_____ : Orange County or--

MAHON: Northern Jersey at this point, yeah.

_____ : So the majority of them are fairly close to school.

MAHON: They are commuters.

_____ : Do you do any _____ kind of thing, South Orange, Maplewood?

MAHON: I think we--I don't know that we with any regularity have initiated any specific town gown. Many of our faculty are quite active in South Orange in the churches in South Orange, and I think that--I'll put it this way, Seton Hall employees participate actively in South Orange _____.

_____ : Do you ever use the campus, though, as a forum for communicating _____?

MAHON: Oh, yeah. Theater in the round gets extensive, summer theater in the round. Most of the participants are from--most of the paying customers are from the immediate surrounding area. Musical recitals, choral groups, that kind of thing.

_____ : _____ the arts _____.

MAHON: Yeah. I wouldn't say that those are designed to be town gown.

WILLET: We have a developing relationship with Seton Hall. At a very pragmatic level, they are, have been our alternate site of graduation in case we weren't able to--we have what's called Project Acceleration were kids enroll in some of our courses at the high school and receive college credit through Seton Hall University. So I think we're developing a stronger relationship between high school and the university.

MAHON: South Orange has also been kind enough to invite our student education majors with _____

frequency to participate there. But I, well maybe there's more than I thought there had been

_____.

DUCHESNEAU: You allowed me to play tennis on your court.

MAHON: Did you win.

_____: I have just a question, being a school teacher myself. The mayor of Maplewood _____ happened last fall, sent out a letter to Maplewood residents. I wonder if that maybe took advantage of the _____ finger wagging but when the incidents took place, was there anything the schools could do, say through parents? You know, this has happened in the community, rumor has it that it may be some of our kids. And talk about that. Is there any--do you use any vehicles like that? I mean, I was listening closely to your workshop, but that was a small percentage of the students. _____

_____.

DUCHESNEAU: The motto I described for this year, I didn't talk about school-wide things, reacting to the moment. And I'm not sure I could be very specific _____, but that's just something we do.

_____ : I know your role in public schools and the university is not to educate everybody in the city limits, but I do think that given the age at which kids start to change from being unaware of the boy next door or the girl next door or the black family next door and all of a sudden that awareness takes place, it seems to me that there could be some way to interact more between the school and at least parents of the school community if not the entire community.

DUCHESNEAU: Just to sharpen my response, some of the community negatives that took place, like racial slurs painted on buildings, were painted on the school building, my school. So that became the object of an awful lot of attention at the student level in the days that followed that in terms of what lessons can we draw from this. And that was a school-wide activity, both on a faculty level and a student body level.

WILLET: I think there are two levels here. One is an overt level of we have kids at the high school who's homes had been vandalized and what we tried to do was to provide those individuals with some support and an acknowledgment that there might be lots of students who are upset by that. But I think that that's only one level. I've heard

individuals state that when we catch the person who committed these acts of racial violence and racial vandalism then the problem is solved. At that level it's solved, but I think there's a deeper level of how to improve relationships among young people as they emerge into adulthood. And I think that long range the programs that Ray just talked about and some of the things that we're trying to do at the high school and will continue to do and I will improve on, really represent an approach to solving the real issues. The real issues are those that are well below superficial acts of spray painting. That's a superficial sort of overt action that gets at things that are underneath people in terms of their beliefs and attitudes. We've got to get to those, those are the things that are important.

_____ : I'd like to suggest to Father Mahon that maybe you could take back a suggestion to the administration that _____ become a little bit more active _____ as a university, a _____ university, could take a more active role in the community. Even using an example from _____, starting from there _____.

_____ : _____

MAHON: Yes, not as a formal position but as a volunteer position.

_____: What's the percentage of black students and Jewish students at the college?

MAHON: _____. Of our 5,000 students, we have probably something like 8% who are black, another 8% who would be Hispanic.

_____: _____.

MAHON: Very small.

_____: Why did you call the National Conference of Christians and Jews to come in and run a program?

MAHON: I did not. The Concerned Clergy of South Orange did. I, as someone who is on the faculty as well as lived in South Orange, participated in the program.

_____: I see.

MAHON: Then your question had been, though, how many--the dorm students probably total about 1100 right now. We are

building a dormitory to handle an additional 500 students. The percentage of black students in the dorm, because of the structure of our educational opportunity program, is probably closer to 20% whereas of the general undergraduate student body it's more like 8%.

BALCH: Well, thank you. Let me close by saying that if there is anyone who has not--I don't think there's anyone here who--I think everyone here is a panelist.

_____ : Make sure.

BALCH: But if you'd like to bring some information before the committee, it would be possible to do so and it will be entered into the record, if you will come and talk to Ruth about it when we adjourn.

_____ : You don't want to hear it now?

BALCH: Well, if Ruth tells me it's in order by the rules that govern this by, I would be perfectly happy to hear about it right now.

_____ : I had mentioned earlier that when I woke up this morning, I saw that the tires in my car were flat.

It turned out that there were two other households suffered the same problem last night and these are two other women who were active in Harmony Day. The three of us had been the major contact with the local newspaper and our names had been in the paper frequently concerning Harmony Day and all.

BALCH: This is the first time that all three victims were in fact white?

_____ : Harmony Day was more than two weeks ago.

_____ : May 18.

_____ : Our names had ben in the paper over and over.

_____ : --and between--but between the time that the burned crosses and today, nothing had happened?

_____ : Nothing that we are aware of.

_____ : No, that's not true. I explained to you that there had been a home painted shortly after Harmony Day, after the first one had been on Kay Payne's program and that the neighbors went and painted over it. I'd also

like to add that I'm sure in interest of this committee, if you would, to examine some of the statistics, as you relate to the statement today, you will find that they are not altogether in keeping with what's happening in terms of appointed boards and elected officials _____.

BALCH: Well again, for the record I would encourage anyone with data on these matters to bring them to the committee.

_____: Privately or now?

BALCH: Not necessarily now, no. At your convenience.

_____: I mean it's convenient now.

_____: I would just like to make a quick comment in response to something that Mayor Grasmere said about the percentage of blacks serving on appointed boards in Maplewood. He gave a percentage of

_____: 10%.

_____: 10%? And Mrs. Savin here is one person who serves on how many different--and so is probably counted more than even she deserves to be counted.

_____ : Well, the fact is, he had our report and--he had the report--I thought I gave you a copy of that report--which clearly related to less than 2.3% in Maplewood and 3 point, a little better than, almost 5% in South Orange. However, since the questions were directed, which is normally done to President Spiotta because of his vociferousness, he always walks away and nobody really examines what goes on in Maplewood. Our difficulty clearly becomes more hurdled in Maplewood. This man may demonstrate the attitude, but he is also eager to show his cooperation, and I'd like to go on the record as saying that because it is evident, because he met with us and shared with us those statistics by department. We spent over a year and have yet to meet with him, yet we were able to get those statistics from him.

_____ : Should have been so hard _____.

_____ : Well, no, they both won. But he always walks away because of the manner in which Spiotta communicates.

_____ : Well, _____.

_____ : Yeah, we'll make certain that you get a copy.

BALCH: Fine. Well, let me end the meeting then on this note of useful contention and thank you all for coming.

And I think, what we hope to do, of course we will be forwarding a report--if that's the proper word, one has to be very careful with proper words--a report to the Commissioners. We may also be able to develop some sort of documental material that we hope will be useful to people that find themselves in a situation similar to those of the residents of Maplewood-South Orange.

_____ : What will the Commission do with your findings?

BALCH: That I will not prophesy about.

_____ : You've answered my question, thank you.

_____ : May I ask, can we have that as the coalition so that we may examine and share with the--cause you had a number of resources to come here, but they are not aware of what the others were about. And I don't--

BALCH: You mean like a transcript?

_____ : Yes, or whatever it is that--

BALCH: Ruth would have to--

_____: Or a copy of--is it possible to share the report with us?

_____: That is an internal memo, but I'll look into it.

BALCH: If it is accepted by the Commission, it becomes a public document.

_____: After they've seen it.

BALCH: At some point it might even become a public document. It depends on whether they--

_____: _____ under the Freedom of Information Act.

_____: You certainly this morning got a lot of freedom of information to the press.

_____: Well, that's true but--

_____: --which is usually the best microscope, not always the most accurate.

_____ : But we'll use it effectively.

[End of Tape, End of Hearing.]