

HSCHR copy - Do Not Remove

# PROGRESS IN HUMAN RIGHTS

1965



Alaska State Commission for Human Rights • Room 24, Reed Building • Anchorage, Alaska



This symbol of three right hands is in recognition of the three primary ethnic groups which comprise Alaska's population. Superimposed upon each other, the open hands express both the willingness and need for cooperation necessary to achieve the greatest development of Alaska's human resources.

1 9 6 5

A N N U A L   R E P O R T

of the

S T A T E   C O M M I S S I O N   F O R   H U M A N   R I G H T S

to the

G O V E R N O R   A N D   S T A T E   L E G I S L A T U R E

of

A L A S K A

December 31, 1965





### COMMISSION MEMBERS

Left to right: Rosanne M. Alexander, Staff Secretary; Barney J. Gottstein, Member; Leslie F. Callan, Secretary; Ernest W. Griffin, Member; Fred M. Selkregg, Jr., Chairman; Willard L. Bowman, Executive Director.

Fred M. Selkregg, Jr.  
Chairman

Barney J. Gottstein, Member

Roy Peratrovich, Member

Leslie F. Callan, Secretary

Ernest W. Griffin, Member

### STAFF

Willard L. Bowman, Executive Director

Emil R. Notti, Field Representative      Rosanne M. Alexander, Secretary

# STATE OF ALASKA

## OFFICE OF THE GOVERNOR

COMMISSION FOR HUMAN RIGHTS

WILLIAM A. EGAN, GOVERNOR

ROOM 24 - REED BUILDING - ANCHORAGE 99501

December 31, 1965

His Excellency  
William A. Egan, Governor  
Honorable Members  
Alaska State Legislature

Ladies and Gentlemen:

With the submission of this third annual report, the Alaska State Commission for Human Rights feels it can say with some satisfaction that it has arrived. The members and staff of the Commission can feel somewhat seasoned in the role they have been given to play. The Commission's shake down period is over.

This year, acting on the recommendations of the Commission and its staff, the Administration proposed to the State Legislature a complete revision of Alaska's laws against discrimination. The Legislature saw fit to adopt the proposal, bringing together this body of law under its own title. In doing so, the law was much improved; being strengthened to provide for direct judicial review, and extended to cover area not previously subject to its effect, such as financial institutions. Coupled with this revision, the Commission has completed cooperative agreements with many Federal agencies, tremendously extending our jurisdiction and effectiveness in areas particularly vital to Alaska with its high concentration of Federal employees.

The limit on our effectiveness continues to be one of inadequate staff; a crucial problem that it is hoped will be remedied by the present Legislature before it adjourns in 1966.

Our existence, we feel, has made a difference. The people who suffer the brunt of discrimination are the Commission's true constituents, and the ones who can best judge how effective we have been. Ever mindful that there is much to be done in the battle to achieve full participation in our society of all our human resources, we feel that in our own particular area of concern, things are starting to move in the right direction. If as much that was gained and accomplished this year can be achieved next year, the Commission will have continued to prove itself an effective voice and leader in the area of these problems on the Alaskan scene.

With the fine support of the Administration received thus far as an example of what can be expected in the future, the goal and recommendations set out herein can no doubt be achieved.

Respectfully,

Fred M. Selkregg, Jr., Chairman  
 Leslie F. Callan, Commissioner  
 Barney J. Gottstein, Commissioner  
 Ernest W. Griffin, Commissioner  
 Roy Peratrovich, Commissioner

## COMMISSION MEMBERS

	Term Expires
Fred M. Selkregg, Jr., Chairman	Jan. 31, 1967
Leslie F. Callan, Secretary	Jan. 31, 1970
Barney J. Gottstein, Commissioner	Jan. 31, 1969
Ernest W. Griffin, Commissioner	Jan. 31, 1966
Roy Peratrovich, Commissioner	Jan. 31, 1968

## STAFF

Willard L. Bowman	Executive Director
Mrs. Rosanne M. Alexander	Secretary

# TABLE OF CONTENTS

Transmittal Letter .....	3
Commission Members and Staff .....	4
Introduction .....	7
Purposes of Commission .....	10
Powers of Commission .....	11
Educational Activities .....	11
Committees .....	19
Regulatory Activities .....	22
Complaints .....	25
Complaint Processing Case Histories .....	28
Survey and Research .....	33
Recommendations ... ..	39



# INTRODUCTION

This is the third in a series of annual reports on the activities of the Alaska State Commission for Human Rights. The report outlines, as previous reports have done, the Commission's important tasks, and demonstrates how ably it has carried out these assignments.

The role of the Human Rights Commission in 1965 has been one of ever more active participation and involvement into the basic philosophy of "equal opportunities" for all of Alaska's citizens.

No longer accepted as a privilege, this philosophy of equal opportunity is now recognized universally as being a human right. It implies that each person, according to his capacity, ability, and qualification, shall have an equal opportunity for any available job, house or education, and shall not be denied this opportunity because of race, religion, color or national origin.

Three areas which were of primary concern to the Commission for 1965 and for the future were the following.

One area of general interest to all the people of Alaska, and one which cut quite heavily into the Commission's limited staff time and budget, was the detailed review of living conditions on the Pribilof Islands. Although Senator Bartlett has proposed legislation aimed at correcting any injustices there, further criticism can be expected in the future unless this legislation or similar legislation is urged and supported by the State and the people of the State.

A second vital area is housing, which plays such an important part in the environmental health of any society.

Alaska has one of the highest percentages of non-white citizens of any state in the Union, outside the most southern group of states (22.3 1960 Census), yet few minorities are able to move into the many new homes which are being built yearly in the larger urban areas of the State. While the quality of housing for the most part has risen over the past five years in the urban areas, the quality of housing in which a large percentage of the minorities live has not risen correspondingly.

This is undoubtedly due to many varied factors; however, chief among these reasons are the biased attitudes of whites toward minorities as neighbors, and the economic level of many minorities, making them ineligible for loans.

Though this may explain lack of adequate housing in our cities, what about the rural or outlying areas where substandard housing is most often the only kind of housing available?

The plight of the village people has been known for many years;



yet with all the many federal housing programs designed to aid all segments of the housing market, it was established by the Alaska Native Housing Conference held in November in Anchorage, that not one agency could find a way to finance any housing program for the village people of Alaska. Tens of thousands of Alaska's citizens live in housing which can only be called deplorable. The Commission hopes to push for progress in this quarter in the immediate future.

Last, but not least, is the area of high schools. On April 11, 1965, President Johnson, after signing the Elementary-Secondary Education Act of 1965, stated: "I believe deeply that no law I have signed or will ever sign means more to the future of our nation."

With passage of this measure, Congress and the federal administration moved to spend \$1.1 billion the first year, in an all-out drive to improve educational standards in the elementary and high schools across the nation. Coupled with this Act is the massive effort by the Federal government to reach the hard core poor and underprivileged through the "Head Start," "Community Action," "Vista," and other Programs we have come to know as being part of the great "War on Poverty." While the news media have carried stories dealing with certain excesses which have been committed in isolated instances, none can deny, nor seriously argue against, the continuing need for these federal aids.

Here in Alaska, federal assistance to our educational program has been received since long before statehood. Today, in the outlying or rural areas the State and Federal governments have a workable plan whereby the State Department of Education takes over the operation and support of schools as the State is able to do so. This plan, known as "Johnson-O'Malley," does not meet the needs of today, the Commission feels.

In 1962, the University of Alaska, under a contract with the U. S. Department of Health, Education and Welfare, published an exhaustive research paper titled "Alaskan Native Secondary School Dropouts," in which every aspect of the high dropout rate for Eskimo, Indian, and Aleut students was studied. Among the many conclusions reached in the 411 page report were:

1. Only 34 percent of Alaska's Native youth of high school age (14 to 19) is actually enrolled in secondary school.
2. Factors contributing to early dropout are apparent at the elementary level as well as the secondary level. Losses as high as 60 percent of the total class enrollment in Bureau of Indian Affairs schools when the student population was traced from grades 1 through 8.
3. Of 760 dropouts in Bureau of Indian Affairs schools, only one

percent was at normal grade placement, while half had been retained in grade 5 or more years.

4. Promotion and retention practices are often based on unrealistic standards developed for Caucasian, middle class, English speaking youth, and do not take into account the background of the particular group being taught.

5. Lack of high school facilities presents a major obstacle. Applications from qualified students who wish to attend high school are rejected because of space limitations.

These are merely some of the conclusions reached, while many recommendations for changes were cited.

The past year has seen marked increase in the number of Eskimo, Indian, and Aleut organizations and groups expressing dissatisfaction with the existing educational system, and urging great changes.

Governor William A. Egan, in an interview by the Anchorage Daily News, in December, 1965, said there is no question in his mind that the State could do a better job of operating schools for its Native children than the Federal government. He stressed the differences fostered and continued under two separate programs of education, health, and other services.

"The sooner the State can assume full responsibility for the education of all its children, the better off all of us are going to be," Governor Egan said. He said he is in favor of the Federal government turning over annually to the State those funds it now uses to operate its program. The Commission supports the Governor's viewpoint.

As hundreds of our young students are shipped annually to various high schools including Indian schools in other states, hundreds of others are unable to attend high school because of a lack of facilities. Despite the universal stress being placed on a high school education as being minimum educational need for today's world, we find conditions such as these still existing in Alaska.

The Commission too, must stand against a system which, though unquestionably well intended, takes children from a culturally and educationally closed society and sends them hundreds of miles away from home to another closed society for their high school education.

The Department of Interior, the State Department of Education, and both Federal and State legislative bodies should review the existing educational program and make such legislative changes as would effectuate the turning over to the State, the administration and control of all schools in Alaska as soon as possible.

The Commission does not direct the finger of guilt at any person,

department or agency, but in an effort to fulfill its responsibilities to the public, merely seeks to point out the gravity of the situation.

This is unquestionably the most serious problem facing the Native citizens of Alaska, and as all of us search for ways to close the gap in our two cultures, we must redouble our efforts in 1966 to eliminate segregation in our secondary schools.

As the U. S. Supreme Court decided over 11 years ago; "Separate schooling cannot be equal schooling."

## PURPOSES OF COMMISSION

The State Commission for Human Rights, as created by the State Legislature (SLA 1963, Chapter 15) consists of five Commissioners appointed by the Governor for staggered terms of five years, and confirmed by the legislature.

The purpose and aim of the Commission is to create, throughout the State of Alaska, at the community level, a climate of understanding and mutual respect in which all Alaskans of whatever racial, religious, or cultural background can and will be made to feel that all are equal in dignity and in rights.

To promote this purpose, it is the responsibility of the Commission to:

(a) Work to bring about intergroup understanding and good will by a broad range educational program designed to eliminate and prevent discrimination in employment, public accommodations and housing based on race, creed, color, national origin, age or sex.

(b) Receive, initiate, and resolve complaints of discrimination in employment, public accommodations and housing when based on race, creed, color, national origin, age or sex.

(c) Study the problems of discrimination and foster through community effort or goodwill, cooperation and conciliation among the groups and elements of the population of the State, and publish results of investigations and research as in its judgment will tend to eliminate discrimination because of race, religion, color or national origin.

# POWERS OF COMMISSION

Section 18.80 (.030 - .070, Chapter 117 SLA 1965), states both the powers and duties of the Commission as follows:

It shall:

- (1) Elect one of its members as chairman.
- (2) Hold a regular annual meeting and shall hold special meetings as are found necessary.
- (3) Adopt procedural and substantive rules and regulations necessary to implement this chapter.
- (4) Appoint an executive director approved by the Governor and hire other administrative staff as may be necessary to the Commission's function.
- (5) Receive, initiate and investigate complaints of alleged discrimination in employment, housing and public accommodations.
- (6) Hold hearings, subpoena witnesses, take testimony under oath and issue orders based on its findings.
- (7) Call upon the departments and agencies of the State for cooperation and assistance in carrying out its duties and report to the Governor of Alaska, and to the State Legislature on its activities annually and recommend legislative action.
- (8) Be authorized per diem and travel allowances allowable to members of other boards and commissions.



## EDUCATIONAL ACTIVITIES

Since its creation by the legislature in 1963, the Commission has viewed its duties as two-fold; educational and regulatory. In the regulatory phase of its work, the Commission undertakes the task of attempting to "eliminate" discriminatory practices, after they have taken place, by the prompt impartial handling and resolution of its cases or complaints of discrimination.

While the regulatory phase is a necessary and very vital part of



Left to right: Eben Hopson, Delegate; Emil R. Notti, Chairman; Charles Edwardsen, Delegate; Robert Arnold, Executive Secretary.

its day to day operations, the Commission looks to the "educational" phase as being the most important. (The Commission hopes to "prevent" discrimination through education of the general public that equal opportunity for all is a human right.)

In an attempt to foster understanding, respect and good will among groups the Commission, through its Executive Director, has attended conferences on the national, state, and local levels, accepted membership on various committees working in the fields of social welfare, community improvement and poverty; conducted studies and investigations into the affects of discrimination on minorities in Alaska; and has spoken before civic, religious, and lay groups throughout the State.

In its efforts to prevent discrimination by educating, the Commission in 1965 engaged in the following activities.

## Conferences

### White House Conference

Governor William A. Egan authorized the Executive Director to attend, as Alaska's delegate, a White House Conference called by Pres-

ident Johnson on August 18, 1965. Representatives from all state and local human rights commissions, federal agencies, large employers, labor unions, and employment agencies were invited to Washington to discuss mutual problems and define areas of respective responsibilities with the newly created Equal Employment Opportunity Commission. The final result of the Conference should be a uniform and far reaching memorandum of understanding between the Equal Employment Opportunity Commission (EEOC) and each state.

As outlined in the Civil Rights Act of 1964, Title VII, the Equal Employment Opportunity Commission will defer action on any complaint received by it to the respective state commission, if it is found the state in question has enforceable laws. The Equal Employment Opportunity Commission will have little impact on Alaska the first three years. This is because, unlike Alaska, whose law against discrimination in employment covers one or more employees of any company, Title VII sets a minimum of 100 employees to be covered by the Equal Employment Opportunity Commission the first year. In July, 1966, it will cover 75 employees, 50 in 1967, and 25 employees in 1968. Since most employers in Alaska fall into the latter category of 25 employees or less, the State Commission for Human Rights will continue to have sole jurisdiction over most of its complaints of discrimination in employment.

The keynote speech for the White House Conference was given by Vice President Humphrey, and the Conference adjourned two days later after an address in the Rose Garden by President Lyndon B. Johnson.

Workshops consisted of the following panels:

1. Patterns of Discrimination
2. Complaint Procedures, Federal-State-Local Relationships
3. Discrimination Because of Sex
4. Record Keeping and Reporting Requirements
5. Apprenticeship and Training
6. Hiring, Promotion and Dismissal
7. Affirmative Action

#### Conference of Commissions for Human Rights 0

The Executive Director attended the 17th Annual Conference of Commission for Human Rights in New York City, June 29 through July 3, 1965.

This Conference is held annually, and is composed of all state and

city Human Rights Commissions which administer enforceable civil rights laws.

The Honorable Louis J. Lefkowitz, Attorney General for the State of New York, in a major address before the delegates, outlined a blueprint showing how various state departments could wage an effective and forceful campaign against discrimination.

One example cited, was an opinion handed down by Attorney Lefkowitz that proven acts of racial discrimination against any place of business which is licensed by the State is sufficient evidence for the department to revoke its license, as it would in the case of other unlawful acts. Thus armed, the department can take positive steps within its jurisdiction to move effectively against discrimination.

During the session's final day, the delegates unanimously passed a resolution calling for participation by all member agencies in the new plan of attack, and for copies of the resolution to be sent to all heads of State.

The workshop sessions were thorough, and covered the following topics:

1. The United States Civil Rights Act of 1964
2. Educational Challenges in the Human Rights Field

It was decided to hold the 1967 Conference in Toronto, Canada.

### Alaska Native Housing Conference

On May 7, 1965, Senator E. L. (Bob) Bartlett introduced Senate Bill 1915 in the Senate of the United States. This bill asked that an appropriation of \$10,000,000.00 be given to the Housing and Home Finance Agency (HHFA) so that loans and grants can be made to Alaska or any authorized agency in accord with a State-wide program prepared by the State, to assist in the provision of housing for Alaskan Natives and other Alaska residents who are otherwise unable to finance such housing and related facilities under existing FHA and other Federal housing programs.

On November 16, 1965, Senator Bartlett called an "Alaska Native Housing Conference" in Anchorage, inviting all interested persons and Federal, State and local agencies to participate. In the ensuing three days, many Eskimo, Indian, and Aleut leaders and State and Federal agencies took part as panelists and resource people. Guests and main speakers were: William A. Egan, Governor of Alaska, Senator Bartlett, and Mrs. Marie C. McGuire, Commissioner, Public Housing Administration.

Senator Bartlett, expressing the opinion held by all conferees

that a committee be chosen to continue the work begun by this Conference, named Messrs. Axel Johnson, John Smith, Tolbert Elliott, and Willard L. Bowman to a temporary committee to choose a permanent Native Housing Committee.

At the luncheon which closed the Conference, this permanent Committee was named and approved by the delegates. An advisory council was chosen to work with the Committee.

Alaska Native Housing Committee members are:

Harry Knagin, Port Lions (Port Lions Village Council)

Axel Johnson, Emmonak (President, Council of Village Presidents, Bethel area) - State Representative

Frank See, Hoonah (President, Alaska Native Brotherhood) - State Representative

Jules Wright, Fairbanks (President, Fairbanks Native Assoc.)

Frank Peratrovich, Klawock (State Senator)

Ilidor E. Merculieff, St. Paul Island (Council President, St. Paul I.)

Jacob Stalker, Kotzebue (State Representative)

Eben Hobson, Barrow (State Senator)

Emil Notti, Anchorage (President, Cook Inlet Native Association)

John Foster, Teller (Mayor)

Rev. Richard Clarke, Grayling (Missionary)

John Smith, Metlakatla (President, Metlakatla Housing Authority)

Willard L. Bowman, Anchorage (Executive Director, Alaska Human Rights Commission)

Howard Rock, Fairbanks (Editor-Publisher, Tundra Times)

Tolbert E. Elliott, Anchorage (Executive Director, Alaska State Housing Authority)

#### (Advisory Council)

Dr. Max Brewer, Director, Arctic Research Laboratory - Barrow

Dr. Holman Wherritt, Alaska Native Health Director, Public Health Service - Anchorage

Roy Peratrovich, Tribal Operations - Bureau of Indian Affairs - Juneau

Dr. A. B. Colyar, Director, Arctic Health Research - Anchorage

Richard Stitt, Relocation Specialist, Alaska State Housing Authority - Juneau

John Cates, Director, Alaska Rural Development Agency - Juneau

Dr. Martha Wilson, Acting Service Unit Director, PHS, Anchorage



Burke Riley, Chairman, Interior Department Field Committee -  
Juneau

William E. Jones, Field Coordinator, REA - Anchorage

Charles Blomfield, Ass't. Executive Director for Housing, Alaska  
State Housing - Anchorage

Paul Choquette, Director, Veterans Affairs - Juneau

Joseph Fitzgerald, Chairman Federal Field Committee, Develop-  
ment Planning - Anchorage

Al Fothergill, Director, Office of Economic Opportunity - Juneau

Upon adjournment of the Conference, 25 persons accompanied Senator Bartlett on a five day tour of the villages in the Bethel, Unalakleet, Nome, Kotzebue, Pt. Barrow, and Kodiak areas to view firsthand the housing and living standards which are the lot of so many thousands of our Alaskan citizens. All persons on the trip were impressed with the sincerity of concern shown by Mrs. Marie McGuire, Commissioner, Public Housing Administration. In an interview before leaving for her return to Washington, Mrs. McGuire said though she had visited many areas throughout the lower 49 states, including Appalachia, the ghettos of Harlem, and Philadelphia, she had never seen such deplorable housing conditions in her many years of working in this field.

It is to be hoped that with the concern and help of the many State and Federal agencies and participation and support of the people of Alaska, Senator Bartlett's bill will strike a blow against the dreadful housing which cripples our Eskimo, Indian, and Aleut fellow citizens.

#### Pribilof Islands Investigation

In February, 1965, the Executive Director was asked by Governor William A. Egan to visit the Pribilof Islands, study the conditions under which the citizens were living, and report to him along with any indicated recommendations.

This investigation was brought about because of public interest aroused when reports were published in the news media charging the Bureau of Commercial Fisheries with holding the inhabitants of the Islands in a state of "servitude."

After spending twelve days studying the situation on the Island of St. Paul, the Director recommended to the Governor that a further and more complete review be made of the conditions which exist; and that this review be made by a committee whose composition would re-

flect the interests of the State, the U. S. Department of Interior, the public, and the Eskimo, Indian, and Aleut ethnic groups.

In keeping with the recommendation, a five member committee was appointed by Governor Egan, consisting of Honorable Hugh J. Wade, Secretary of State; Willard L. Bowman, Executive Director, Human Rights Commission; Roy Peratrovich, Tribal Operations, Bureau of Indian Affairs; Howard Rock, Editor and Publisher, Tundra Times; and James C. Rettie, Economist, Office of the Secretary of Interior. Also, serving in the capacity of advisors to the Committee, were State Representative Lucille Pinkerton, State Senator Harold Hansen, James Matthews, University of Alaska, Doyle Innis, Personnel Officer, Bureau of Commercial Fisheries, and Burke Riley, Department of Interior.

This committee and advisory council visited the Islands between June 9 and 15, 1965, and submitted its report and recommendations to the Governor on September 3, 1965.

On September 7 through 11, 1965, the Executive Director accompanied Senator E. L. Bartlett to St. Paul Island to give testimony before the Subcommittee to the U. S. Senate Committee on Commerce, which was holding hearings on Senator Bartlett's Bill (S.2120). This Act, heartily endorsed by the Human Rights Commission, will go a long way toward correcting the remaining inequities which carry over to some degree in the lives of the Alaskan citizens on the Pribilof Islands.

Though very costly to the Commission in terms of budget dollars; for total expenditures will prove much higher than the \$2,100 allocated by the legislature for this special study, the Commission takes pride in the part it has played in seeking the truth in this great controversy.

It is to be hoped the recommendations by the review committee will be weighed and ways sought to implement them.

#### Alaska Native Brotherhood and Sisterhood Convention

On November 5 and 6, 1965, the Commission held a meeting in Ketchikan for the purpose of conducting Commission business and to give the people of the area a chance to learn of the Commission and how it functions. On November 8, 1965, Commissioners Peratrovich and Selkregg, accompanied by the Executive Director, attended the opening days of the Fifty-third Annual State Convention of the Alaska Native Brotherhood and Sisterhood in Kake, Alaska.

The theme of this year's Convention was "Native Heritage," and many speakers, including Governor Egan, Representative Engstrom, keynote speaker, and Commissioner Selkregg told of the many milestones passed and achievements won by the Brotherhood. Today, as in the past,

the Alaska Native Brotherhood and Sisterhood are continuing in the vanguard of those who seek equal opportunities for all people of Alaska. Testimony before the Senate Judiciary Committee in the closing minutes of the 1965 legislative session by Grand Officers Frank Peratrovich, Cyrus Peck, and others, in support of the Commission civil rights bill, was mostly responsible for the bill's final passage.

### Association of Village Council Presidents

By invitation, the Commission attended and participated in the third annual meeting of the Association of Village Council Presidents, which was held in Bethel. This Council of Village Presidents represents over 60 villages which dot the lower Yukon and Kuskokwim area with a population in excess of 10,000 Eskimo and Indian citizens. This meeting was held September 18, 1965, and was attended by the Executive Director.

It is significant that the greatest concern by those village presidents attending the conference was a high school education for their children. So great was the concern expressed by each president, that a resolution was prepared and signed by each representative, and copies sent to the State Department of Education and the U. S. Bureau of Indian Affairs, asking for elementary schools in each village, and a regional boarding high school in Bethel.

### Human Rights Conference

In commemoration of the universal observance of Human Rights Day, the University of Alaska and the North Star Borough Community Action Agency sponsored a two day conference December 10 and 11, 1965, at Schaible Hall on the University campus. The theme of the conference was "How can the Department of Health and Welfare best serve the State."

Along with Dr. William R. Wood, President of the University, the Executive Director opened the Conference, and welcomed the delegates. Among the many speakers and conferees were Governor William A. Egan, and Senator E. L. (Bob) Bartlett.



## COMMITTEES

The Commission's active participation on various committees, both local and State-wide in scope, has been found an effective tool for the Commission to use in its efforts to further impart its message of equal opportunity for all.

The free exchange of thoughts and ideas as a member of these civic, religious, and social groups, gives recognition to the hoped for accomplishments which are so necessary to the promotion of good human relations in our State.

A brief summary of our agency's share in this concern is as follows:

Manpower Advisory Committee The role of the Commission in this group makes it possible for us to give suggestions pertinent to the utilization of training courses made available under the Federal Manpower Development and Training program, and administered by our State Employment Service. It is our responsibility to make minorities, wishing to undertake new training or upgrade their present skills, aware of the availability of these courses, giving them assistance within the jurisdiction and staff time of the Commission. Meeting monthly, and with committees presently in Anchorage and Fairbanks, the Commission has of course, been able to attend more meetings in Anchorage than in Fairbanks.

Civil Military Advisory Committee This Committee on Equal Employment Opportunities was the suggested outgrowth of intergroup tensions which had developed due to a lack of concrete communication between the military bases and the ethnic groups in the Anchorage area in late 1964. Through expansion and growth in 1965, this committee now includes representatives of various civic, military, religious, and ethnic agencies. Also, a like committee was initiated in the Fairbanks area, and has met with great success. With communication has come a better understanding and utilization of grievance procedure, job application forms, and promotional requirements.



Left to right: Ernest Griffin, Reverend A. A. Thomas, Reverend William Warren, Mrs. Russell Putman.

University of Alaska Advisory Committee With higher education being the hallmark of the 1960's, and the cost of college enrollment soaring, this committee, meeting approximately once per month, discusses current and projected educational needs of the community.

Informing the public of the accessibility of higher education in the community is a primary objective of this committee. Here again, the Commission has the opportunity to apprise minorities of the need for and availability of education.

Though differences of opinion developed over which of the major colleges in the State could meet the needs of the Anchorage area; and a two day conference held in Anchorage October 12 and 13, 1965, failed to resolve the issue, the Commission views the need of a community college facility as being of paramount importance.

Available statistics readily show that in 1965, the Anchorage Borough high schools will graduate 1,276 students. Four years thereafter, or 1970, this figure will have risen to 2,108.

With colleges in other states shutting their doors to out-of-state students, there is presently no way for the University of Alaska or the Alaska Methodist University to absorb this type of student enrollment without a much greater expansion of their building programs. Another

source of educational institution must be found immediately. Other states have greatly increased their community colleges to meet this need in the past ten years.

Another reason the Commission endorses a community college facility is because of the need of higher education for the underprivileged, or the many students with the lower grade averages who could increase their scholastic levels at comparably low cost, making possible their acceptance by the Alaska Methodist University or the University of Alaska. In addition the two years of junior college would make them more employable in our society which is demanding an ever higher scholastic education. These students presently are unable to enroll in either university.

The Commission was represented in 1965 as speakers or panelists in the following activities:

Alaska Department of Labor, Office Manager's Meeting (Anchorage)  
Alaska Native Brotherhood and Sisterhood State Convention (Kake)  
Alaska Native Housing Conference (Anchorage) -  
Alaska Press Club (Anchorage)  
Anchorage Democratic Club (Anchorage)  
Anchorage Dental Society (Anchorage)  
Board of Hairdressers and Beauty Culture Examiners (Anchorage)  
Citizen's Council for Community Improvement (Anchorage)  
Human Rights Conference (Fairbanks)  
KFQD Radio "Contact" (Anchorage)  
KINY TV (Juneau)  
KTVA "Talkback" (Anchorage)  
Laborer's Union, Local #341 (Anchorage)  
Layman's Religious Class (AMU - Anchorage)  
League of Women Voters (Anchorage)  
National Association for the Advancement of Colored People (Fairbanks)  
Presbyterian Women's Club (Anchorage)  
Rehabilitation Project Advisory Committee (Anchorage)  
Soroptimist Club (Anchorage)  
Spennard Rotary Club (Anchorage)  
Unitarian Fellowship (Anchorage)  
University of Alaska - Social Psychology Class (Fairbanks)  
Committee membership and interested observation was responsible for the Commission's further activity as follows:  
Advisory Committee to the U. S. Committee on Civil Rights (Anchorage)

Alaska Field Committee (Fairbanks)  
Centennial Commission (Anchorage)  
Community Action Program (Anchorage - Fairbanks)  
Governor's Higher Education Conference (Anchorage)  
IBM Regional and District meeting on Equal Employment Opportunity (Anchorage)  
Joint Board of U. S. Civil Service Examiners (Anchorage)  
NAACP Equal Employment Opportunity Conference (Anchorage)



## REGULATORY ACTIVITIES

As most states have found, the mere placing of anti-discrimination laws on state statutes does not guarantee a person's human rights, just as laws banning murder or robbery do not stop those crimes from being executed. To be effective, the law must be enforced and upheld by a police force.

The Commission in its regulatory activities, seeks to carry out the dictates of the legislature by enforcing Alaska's laws against discrimination.

### Civil Rights

The opportunity to obtain employment, public accommodations, housing accommodations, and property without discrimination because of race, religion, color, or national origin is a civil right.

#### Discriminatory Practices Prohibited

(a) It is determined and declared as a matter of legislative finding that discrimination against an inhabitant of the State because of race, religion, color, national origin, age or sex is a matter of public concern and that such discrimination not only threatens the rights and privileges of the inhabitants of the State but also menaces the institutions of the State and threatens peace, order, health, safety and general welfare of the State and its inhabitants.

(b) Therefore, it is the policy of the State and the purpose of this chapter to eliminate and prevent discrimination in employment, in places of public accommodation, in housing accommodations and in the

sale or lease of unimproved property because of race, religion, color, national origin, or in the case of employment, because of sex or age.

### Employment

It is unlawful for:

(1) an employer to refuse employment to a person, or to bar him from employment, or to discriminate against him in compensation or in a term, condition, or privilege of employment because of race, religion, color or national origin, or because of his age when the reasonable demands of the position do not require age distinction.

(2) a labor organization, because of a person's age, race, religion, color or national origin, to exclude or to expel him from its membership, or to discriminate in any way against one of its members or against an employer or an employee.

(3) an employer or employment agency to print or circulate or cause to be printed or circulated a statement, advertisement, or publication, or to use a form of application for employment or to make an inquiry in connection with prospective employment, which expresses, directly or indirectly, a limitation, specification or discrimination as to age, race, creed, color or national origin, or an intent to make the limitation, unless based upon a bona fide occupational qualification.

(4) an employer, labor organization or employment agency to discharge, expel or otherwise discriminate against a person because he has opposed any practices forbidden under secs. 200-280 of this chapter or because he has filed a complaint, testified or assisted in a proceeding under this chapter.

(5) an employer to discriminate in the payment of wages as between the sexes, or to employ a female in an occupation in this State at a salary rate less than that paid to a male employee for work of comparable character or work in the same operation, business or type of work in the same locality.

### Public Accommodations

It is unlawful for the owner, manager, agent, or employee of a public accommodation

(1) to refuse, withhold from or deny to a person any of its services, goods, facilities, advantages or privileges because of race, religion, color or national origin.

(2) to publish, circulate, issue, display or mail any written or



printed communication, notice or advertisement which states or implies that any of the services, facilities, advantages or privileges of the public accommodation will be refused, withheld from or denied to a person of a certain race, religion, color or national origin or that the patronage of a person belonging to a particular race, creed, color or national origin is unwelcome, not desired or solicited.

### Housing

It is unlawful for the owner, lessee, manager or other person having the right to sell, lease or rent a housing accommodation or unimproved property

(1) to refuse to sell, lease or rent the housing accommodation or unimproved property to a person because of race, religion, color or national origin.

(2) to discriminate against a person because of race, religion, color or national origin in a term, condition or privilege relating to the use, sale, lease or rental of a housing accommodation or unimproved property; or

(3) to make a written or oral inquiry or record of race, religion, color or national origin of a person seeking to buy lease or rent a housing accommodation or unimproved property.

### Financial Institutions

It is unlawful for a financial institution, upon receiving an application for financial assistance for the acquisition, construction, rehabilitation, repair or maintenance of a housing accommodation or the acquisition or improvement of unimproved property to permit one of its officials or employees during the execution of his duties

(1) to discriminate against the applicant because of race, religion, color or national origin in a term, condition or privilege relating to the obtainment or use of the institution's financial assistance; or

(2) to make or cause to be made a written or oral inquiry or record of the race, religion, color, or national origin of a person seeking the institution's financial assistance.



## COMPLAINTS

### Filing Procedure

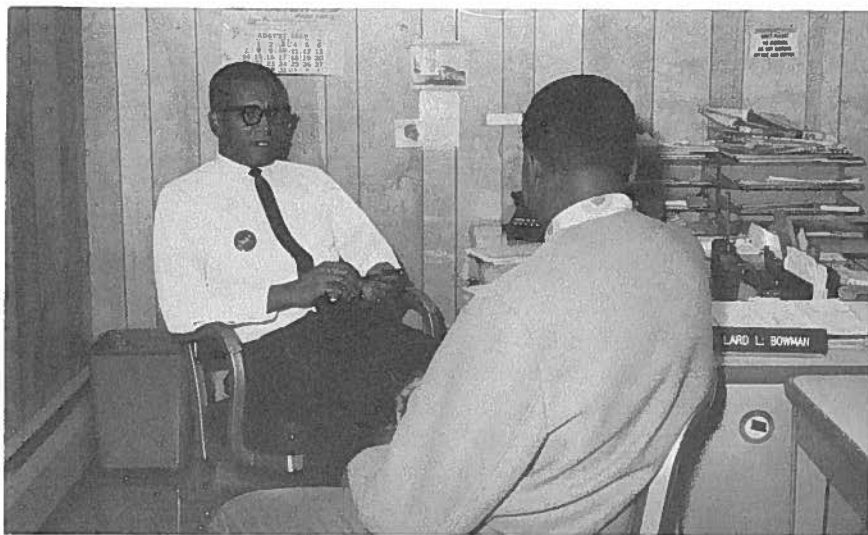
Any person claiming to be aggrieved by an unlawful discriminatory practice may sign and file with the Commission a written, verified complaint which shall state the name and address of the employer, firm or person alleged to have engaged in the discriminatory conduct, and the particulars of the discrimination. The Director of the Commission may file a complaint in like manner when an alleged discrimination comes to his attention.

### Investigation

A member of the Commission's staff, designated by the Executive Director shall informally investigate the matters set out in a filed complaint, promptly and impartially. If the investigator determines that the allegations are supported by substantial evidence, he shall immediately try to eliminate the discrimination complained of by conference, conciliation and persuasion.

### Hearing

If the informal efforts to eliminate the alleged discrimination are unsuccessful, the Executive Director shall inform the Commission of the failure, and the Commission shall serve written notice requiring the person charged in the complaint to answer the allegations of the complaint at a hearing before the Commission. The person charged in the complaint may file a written answer to the complaint and may appear at the hearing in person or otherwise, with or without counsel, and submit testimony. The Executive Director has the power reasonably and fairly to amend the complaint, and the person charged has the power reasonably and fairly to amend his answer. The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearing shall be under oath, and be transcribed.



Willard L. Bowman

### Order

(a) At the completion of the hearing, if the Commission finds that a person against whom a complaint was filed has engaged in the discriminatory conduct alleged in the complaint, it shall order him to refrain from engaging in the discriminatory conduct. The order shall include findings of fact, and may prescribe conditions on the accused's future conduct relevant to the type of discrimination.

In a case involving discrimination in

(1) employment, the Commission may order the hiring reinstatement or upgrading of an employee with or without back pay, restoration to membership in a labor organization, or his admission to or participation in an apprenticeship training program, on-the-job training program, or other retraining program;

(2) housing, the Commission may order the sale, lease, or rental of the housing accommodation to the aggrieved person if it is still available, or the sale, lease or rental of a like accommodation owned by the person against whom the complaint was filed if one is still available, or the sale, lease of the next vacancy in a like accommodation, owned by the person against whom the complaint was filed.

(b) The order may require a report on the manner of compliance

(c) If the Commission finds that a person against whom a complaint was filed has not engaged in the discriminatory conduct alleged in the complaint, it shall issue and cause to be served on the complainant an order dismissing the complaint.

(d) A copy of the order shall be filed in all cases with the Attorney General of Alaska.

#### Judicial Review and Enforcement

(a) A complainant, or person against whom a complaint is filed or other person aggrieved by an order of the Commission, may obtain judicial review of the order in accordance with AS 44.62.560. - 44.62.570.

(b) The Commission may obtain a court order for the enforcement of its orders by filing a complaint with the superior court in the judicial district in which the unlawful conduct is alleged to have occurred.

#### Effect of Compliance with Order

Immediate and continuing compliance with all the terms of a Commission order is a bar to criminal prosecution for the particular instance of discriminatory conduct described in the accusation filed before the Commission.

#### Coercion

It is unlawful for a person to aid, abet, incite, compel or coerce the doing of an act under this chapter or to attempt to do so.

#### Penalty

A person, employer, labor organization or employment agency, who or which wilfully engages in an unlawful discriminatory conduct prohibited by this chapter, or wilfully resists, prevents, impedes or interferes with the Commission or any of its authorized representatives in the performance of duty under this chapter or who or which wilfully violates an order of the Commission, is guilty of a misdemeanor and upon conviction by a court of competent jurisdiction is punishable by a fine of not more than \$ 500 or by imprisonment in a jail for not more than 30 days, or both.

## Acquittal

The acquittal of a person by the Commission or a court of competent jurisdiction of any alleged violation of this chapter is a bar to any other action, civil or criminal, based on the same act or omission.

# COMPLAINT PROCESSING

As we approach the end of another year, the Commission takes a look at the twelve month period (January 1, 1965 through December 31, 1965), covered in this report hoping to provide insight and knowledge of the varied issues which have confronted the Commission and the ways it has attempted to resolve them.

Using the tools given it by the legislature, of "conference and conciliation," the Commission has always endeavored, when sufficient evidence indicated discrimination had taken place, to gain voluntary compliance. The value of this approach to the problem has been ably demonstrated in the more than two years the Commission has promoted equal opportunity as human right.

Because of the great stress put upon human rights in the past few years, there have been many resultant advances made by minorities in Alaska in 1965. Especially is this true within the many federal agencies which by Presidential order must insure by positive action that persons applying for and working for the Federal government will receive equal opportunities regardless of race, creed, color or national origin.

The State of Alaska by passage of strong laws has initiated its desire to establish a clear non-discriminatory policy throughout the State.

Though many agencies, groups, and persons have shown continuing active interest and support for the Commission's objectives, discrimination in employment, housing and public accommodations, continues to be a major problem for the visible minority in Alaska.

The following table indicates the total number of complaints handled by the Commission during the 1965 reporting year. Also, as in previous reports, summaries of cases may serve to illustrate some of the types of problems the Commission has had to deal with. They are drawn from cases completed and closed or dismissed during the year.

Type of Case	Resolved	Under Investi- gation	Under Concili- ation	Totals
Employment	9	6	3	18
Public Accommodations	1			1
Housing	1	2		3
Other (Informal)	8	2	2	12
Totals:	19	10	5	34

#### CASE A

A union member filed a complaint charging a large construction company with discrimination against him because of race. He alleged that he was dispatched to a camp job, but was sent back to his union hall without being allowed to work. Two days later, a call came in again for a man and the union again sent him out of town to the job. Complainant worked two days and was laid off and returned to his home city. He also stated the superintendent had asked the union not to send any more Negroes to the camp.

Investigation by the Commission revealed two union representatives who alleged to have heard, by extension phones, the superintendent's request not to send any more Negroes to the job site, and testimony of a fellow union member who had been dispatched with complainant that he too believed it was a matter of racial discrimination.

In view of this information and other evidence, the Commission found probable cause for believing an act of discrimination had taken place.

A conciliation agreement was reached with a representative of the company, whereupon the complainant was immediately returned to his job with back wages he would have accrued had he been on the job.

## CASE B

A young lady came to the Commission alleging racial discrimination in an apartment house at which she lived.

As the apartments were just being completed, she stated she had moved in after paying one month's rent, with the security deposit to be paid after completion of the work still to be done.

Within two weeks after moving in, she alleged her heat was turned off, the finishing work had not been done as promised, and she had been asked to move. These harrassing tactics she felt were started because the manager had rented her the apartment believing her to be white, and had observed a Negro couple visit her once or twice. (Complainant was not visibly Negro.)

In an interview with the landlord, he showed surprise on learning complainant was Negro, and confessed he had thought she was white. Though agreeing complainant was entitled to rent the apartment, the landlord stated he heard from others in the apartment building of too many late visitors seeking complainant's apartment. He further said he had a large investment involved, and could not afford to lose money by having tenants move out if Negroes moved in.

A meeting was held in the Commission's office in an attempt to resolve the complaint. Both parties were counseled and an agreement was reached whereby both parties consented to exercise more care for the rights of others. Complainant agreed to restrict visitors to reasonable evening hours, and management agreed to complete the furnishing of the apartment and see that all utilities such as heat were in good working order.

Complaint was then withdrawn.

## CASE C

A Negro complainant, a State custodial worker, employed on a military base, alleged denial of promotion by his supervisor because of his race. He cited his seniority and good performance record, and said that when he complained of the alleged discriminatory treatment, he was threatened with loss of his job, because of his police record.

The supervisor denied discriminating against complainant, and through investigation, the Commission found the custodial worker did have an extensive arrest record. Also, on one occasion, military authorities and personnel officials took action to have him denied access to the military base, making it impossible for him to work. Complain-

ant's supervisor (in this case the respondent) interceded in his behalf, and was able to convince the authorities to reconsider the action in view of complainant's satisfactory work record. He was allowed to remain in his job class as a probationary employee, and told he may be considered for upgrading if his work remained satisfactory, however, he would have to request this in writing from the State Personnel office. It was found that complainant had never exercised this right, therefore he had never been on a list of those eligible for promotion, making it impossible for his supervisor to upgrade him.

The Commission dismissed the complaint, and the respondent was absolved of the allegations.

#### CASE D

After receipt of data and testimony which was submitted before the State Legislative Council, the Commission initiated a complaint of discrimination against a large electrical contractor for allegedly discriminating against non-Native employees at a Ballistic Missile Early Warning Site (BMEWS).

In this instance, a white employee married to an Eskimo lady stated he was discriminated against because of race, as he was not allowed by the company to go home to spend evenings and nights with his wife and child while indigenous (Native) personnel were given this privilege or right. He also stated he had had to wait until he could take annual leave before he could get married, as the company frowned upon white employees marrying Eskimo or Indian girls.

The manager for the company in his reply denied discriminating against any employee, but because of the defense nature of the job, and the delicate cultural balance it is necessary to maintain in the remote areas where most of the sites are located, the company had issued a policy order which was to govern local off station visits by its employees. This order when first issued years ago stated the village would be "out of bounds" and/or "off limits" to all residents of the base camp.

Investigation revealed this rigid policy was relaxed as Alaskan Native people began to enter the electronic system as technical, maintenance, or engineering personnel. They were allowed to spend off duty hours at home, while rigid application of the order remained for all others.

During the time of investigation the Commission's investigator was informed and subsequently received a copy of a further change in the policy order. The new policy states, "It is the policy of the company to give reasonable consideration to requests by employees to temporarily



leave the site during off duty hours, provided the absence does not effect the prime mission or the security of the station." It applies to all employees assigned to duty in Alaska.

Because national defense was and is a vital factor which the company must ever bear in mind, because the complainant agreed to the terms of the new order, and because of the intent of good faith shown by both parties, the Commission dismissed the complaint.

## CASE E

A committee of Indian citizens from an outlying community travelled to the Commission's office to express their concern over the shooting of one of their people by a white person.

This, they felt, was just the latest in a series of incidents over the past ten years in which an Alaskan Native was killed, beaten, or maimed by a white person, yet nothing seems ever to be done about these crimes. In this latest instance, they had approached the local office of the State Police and the State District Attorney's office, but were unable to get what they considered sufficient assurance the alleged crime would receive the same thorough investigation it would if a Native had shot a white person.

The Commission contacted the State offices involved, and received assurance the case was still under investigation. Further information was given the committee at a later date by the Commission that a jury was formed of local citizens of the community in question to decide what crime, if any, had been committed. As members of the Native community were either on the jury, called as witnesses or present at the hearing as interested observers, the Commission advised complainants that unless it heard further from them to the contrary, it would consider that due process of law had taken place and therefore was dismissing the informal complaint.

Case was dismissed.



## SURVEY AND RESEARCH

On September 1, 1965, the Executive Director of the Alaska State Commission for Human Rights was invited to speak at a meeting of the Citizen's Council for Community Improvement, an advisory council to the Anchorage City Council. At that time, he brought out the fact that many non-whites were finding it difficult if not impossible to secure adequate housing throughout the city. The increasing numbers of complaints brought to him by non-white residents suggested that discrimination, whether subtle or outright, was being perpetrated in many areas of Anchorage. After public controversy arose concerning the director's statements, the Alaska Human Rights Commission chose to conduct a survey to provide information as to whether or not racial discrimination existed in housing in Anchorage. Because of limited staff and time, it was decided to solicit the aid of Professor Parsons' social psychology class at Alaska Methodist University in surveying the Anchorage area to determine the extent of racial discrimination in rental housing. The official report of this class project is as follows:

### DISCRIMINATION AGAINST NEGROES AND NATIVES DOES EXIST IN THE ANCHORAGE AREA IN RELATION TO THE AVAILABILITY OF HOME AND APARTMENT RENTALS

Alicia Selkregg, Dennis Elsasser, Janet Nash and Maureen Christiansen, students of social psychology under Professor James C. Parsons, Alaska Methodist University.

It has been the general assumption on the part of the majority of Anchorage citizens that residential segregation due to discrimination is practically non-existent in the Anchorage area. The city boasts of holding extremely liberal views with respect to racial discrimination and although the majority of non-white residents do occupy certain areas of the city, i.e., the northeastern portion---Mt. View and Fairview districts, it has been generally assumed that the reason is due to the fact that these areas provide lower-cost housing; that non-whites cannot afford the higher-rent homes and apartments found in the Spenard areas and in the



Left to right: Dennis Elsasser, Alicia Selkregg,  
Maureen Christensen, Janet Nash.

newer subdivisions in the rapidly expanding southern districts of Anchorage.

### SUMMARY OF FINDINGS

The survey began with the hypothesis that discrimination in housing does exist in Anchorage. In the case of the Negro, the survey definitely proves the hypothesis. However, for the Native discrimination does not exist to as high a degree. Why the difference in attitude to the two non-white minorities?

The results of the survey and the reaction of the people when questioned about renting to non-whites could indicate that many people have brought with them, to Alaska, preconceived prejudices against the Negro, but the Native issue is still young and people have not developed an experienced attitude concerning Natives and their housing.

Many people were caught off guard when asked whether they would rent to non-whites. The usual response was: "I have never been asked that question before". In the case of the Native, after a moment's pause, the response was usually positive, but in the case of the Negro, the answer was most often negative.

The results of the survey are surprising for a community that

prides itself for being racially integrated. Perhaps the reason that the survey differs from the preconceived idea of non-discrimination is because the community has not been forced to face this problem openly. The survey would indicate that discrimination has existed in Anchorage under the cloak of subtlety.

The Alaskan Statutes, Section 18.80.270, "Penalty", states that "a person, employer, labor organization or employment agency, who or which wilfully engages in an unlawful discriminatory conduct.... (This includes discrimination in housing) .... is guilty of a misdemeanor and upon conviction by a court of competent jurisdiction is punishable by a fine of not more than \$ 500, or by imprisonment in a jail for not more than 30 days, or by both". According to the survey, 82 of the 150 people contacted in the Anchorage area could be called before a judge to answer for their actions.

## METHOD OF INVESTIGATION

Two separate telephone inquiries were made to persons advertising rental of houses or apartments in the classified sections of the Saturday editions of both the daily newspapers between November 1, 1965, and January 8, 1966. Only private advertisements were called; all rental agencies and real estate dealers were excluded because they represent a special interest group which would not necessarily reflect the opinions of the community at large. A record of the telephone numbers called was kept so as to prevent recalling the same number should the rental reappear in a subsequent edition of the newspaper. A chart was prepared for each advertisement used, containing the ad itself, clipped from the newspaper, and a rating of response to the question, "Would you have any objection to renting to us as a Negro (or) Native couple?". The response was rated by the investigator in one of the following categories: no objection, slight evasion, moderate evasion, strong evasion, and absolute objection. Other questions were asked by the investigator concerning specific features of the rental unit, i.e., monthly rate, whether utilities were included in the price, and such conditions as washing facilities, available parking, accessibility to shopping centers, and whether it would be possible to see the unit. All of the responses were recorded for both the Negro and Native.

## PROCEDURE

The first inquiry was that of the Negro (or) Native investigator.

All of the responses were recorded on the chart. Within fifteen minutes the second call was made by another investigator concerning rental to whites (here the mention of race was omitted). Again all responses to the specific questions were recorded on the same chart, i.e., monthly rate, etc. The fifteen minutes intervals between calls allowed enough time so that the lessor would not become suspicious, while it also lessened the possibilities of actual rental of the unit prior to the control call. Upon completion of both calls, the participating investigators compared responses and determined the degree of evasion by analyzing any discrepancies in the responses to the specific questions.

### ANALYSIS

From the information that has been obtained, the following can be concluded:

1. Discrimination toward Negroes in rental opportunities in the Anchorage area does exist.
2. Discrimination toward Natives in rental opportunities is not as frequent or prevalent as toward Negroes.
3. An area pattern of discrimination does not seem to exist. All areas of the city registered some form of objection to non-whites. Frequently, rental units in the same block would vary from No to Yes objection.
4. Areas of the city which are considered racially integrated registered objection to renting to Negroes, i.e., Fairview and Mountain View sections.
5. Of those contacted, highest prices rental units did not object to renting to non-whites.

### DISCUSSION

In addition to the data and the analysis, there are some important factors in this survey which should be brought to light. If one were to look at the responses, he could see that any degree of evasion could be considered as a definite objection to renting to non-whites. (See sample responses below).

Numerous types of evasive answers were given to the non-whites:

“The manager isn’t here.”

(Control call revealed the contrary)

"Hang on for a minute."

(The person never came back to phone)

"I'll have to check with the other tenants."

(After checking, one or more tenants said they would move, so the person refused to rent)

"The apartments aren't done."

(No mention of this in the control call)

All of the above evasive answers proved to be false. It was even found that a No Objection response could not always be trusted. The usual telephone calls were made concerning an apartment. There seemed to be no objection to renting to a Negro couple. To test the response, a Negro couple made an appointment to see the apartment. When they arrived at the apartment building, they were told that the last apartment had been rented. A telephone call an hour later revealed that the apartment was still available.

Another form of evasion was evident in the analysis of price. In fourteen cases of non-white inquiries, the price of the rental units was increased anywhere from \$10 to \$20 over the price originally quoted. The change in price indicates a form of exploiting the non-whites.

Many of the responses reflected stereotype concepts of non-whites as poor, dirty, and socially maladjusted. The non-whites were often confronted with the following:

"Can you afford it?"

"Are you employed?"

"This is a high class neighborhood. You can't rent here, but we have another place."

"We have had trouble with your kind before."

"We don't want the whole tribe."

"Do you have many drinking parties?"

Some of the people tried to sound like they were doing the non-white a favor: "I don't think you would like it here. There aren't any Negroes/Natives in the neighborhood".

Many people seemed not to be personally prejudiced, but they put their pocketbooks before integrity, and discriminated on an economic basis. This factor is one for which a complete answer has not been found. They were afraid their tenants would move, i.e., "I would like to have you; I really would, but my tenants would move".

The survey also revealed the fact that people do not want to take the responsibility of refusing to rent to non-whites. They always had an excuse or "passed the buck" to someone else.

"My father would object."

"It is not my policy, I'm just the manager."

"The neighborhood would object." (In some cases, answers in the same block said no objection)

Very few people came right out and said, "No, I don't rent to Negroes".

During the 2 months of the survey, approximately 400 advertisements of private rental units were listed in the Anchorage newspapers. Of these, more than 150 were contacted, which, though less than half, none-the-less represents a recognizable percentage for the purpose of this study.

With the high percentage of over half of those called having some objection to renting to minorities leaves the question of whether discrimination in housing exists in the Anchorage area clearly answered.



## RECOMMENDATIONS

I. On July 2, 1965, President Johnson inaugurated the Equal Employment Opportunity Commission under the chairmanship of Mr. Franklin Delano Roosevelt, Jr. This Commission was empowered by Congress to enforce Title VII (Equal Employment Opportunity Law) of the Civil Rights Act of 1964.

In the event of a complaint of alleged discrimination, Federal law directs the Equal Employment Commission (EEOC) to defer the complaint to the respective state for a reasonable period of time (60 to 120 days), which has a state law prohibiting the practice alleged, and establishing an agency to enforce the law.

It has been determined by the Equal Employment Opportunity Commission in a staff opinion, that Alaska's law limits its ban on sex discrimination to the requirement of equal pay for equal work for male and female employees. Because this law limits itself to discrimination in wage differentials, and does not touch other forms of sex discrimination, the EEOC will not defer complaints of discrimination because of sex, received by it, to the Alaska State Commission for Human Rights. Therefore, we are seeking Administration and legislative approval for an amendment to AS. Section 18.80.220 "Unlawful Employment Practices," Subsections (1), (2), and (3) to include the word "sex" after "race, religion, color," and before, "or national origin," making the phrase to read "Race, religion, color, sex, or national origin."

This amendment would give the State Commission the legislative ability to handle its own complaints, as it does in the other areas under its jurisdiction.

### II. Budget

The Alaska Commission for Human Rights is ever mindful of its budgetary obligations and seeks continually to utilize more effectively each tax dollar for maximum return. However, it is also aware that in order to maintain the caliber of service it has accorded in the past, and to enable it to carry out the statutory duties given it, an increase in the Commission's professional staff must be made.

Some indication of the quantity of work which has been required of the one professional and one clerical person now constituting the Com-



mission's entire staff, is as follows. Aside from routine office management and committee and conference work, the Director was out of the office travelling for 103 days. In the office, many weekends were spent in an attempt to maintain progressive work levels. During the year, over 350 visitors and approximately 600 telephone calls were received.

Once again, the Commission seeks legislative approval for the expansion of its budget and staff. This increase would give the Commission the necessary funds to employ a Human Rights Field Representative. The addition of this person would increase the speed and efficiency of the department in the handling and resolution of complaints, develop the necessary close relationship with outlying communities and ethnic groups throughout the State, make available one or more resource person for counseling to the many civic, religious, Federal and State agencies seeking advice, and would greatly enhance the Commission's communicative and administrative capabilities.

