



STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

December 31, 1970

The Honorable William E. Egan
Governor of Alaska

Honorable Members
Alaska State Legislature

Ladies and Gentlemen:

In accordance with the Alaska Statutes, Section 18.80.150,
we have the honor to submit herewith the eighth annual report of the
works and operations of the State Commission for Human Rights
covering the period of January 1, to December 31, 1970.

Respectfully submitted,

Ernest W. Griffin, Chairman

Thomas Johnson, Vice-Chairman

Cyril W. George, Member

Benny Estepa, Member

Shirley A. Woodrow, Secretary

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Enclosure

COMMISSION MEMBERS

<u>Commissioners</u>	<u>Term Expires</u>
Ernest W. Griffin, Chairman	January 31, 1971
Thomas Johnson, Vice-Chairman	January 31, 1972
Cyril W. George, Member	January 31, 1973
Benny Estepa, Member	January 31, 1974
Mrs. Shirley A. Woodrow, Secretary	January 31, 1975

STAFF

<u>Employee</u>	<u>Title</u>
Robert Willard	Executive Director
Larmon V. Stennis	Field Representative (Anchorage)
Milo S. Griffin	Field Representative (Fairbanks)
Santiago "Jim" Beltran, Jr.	Project Director, Equal Employment Opportunity Commission (EEOC) Grant
Mrs. Fran Richmond	Secretary
Mrs. Margaret Wright	Clerk-Typist
Mrs. Ann Stevenson	Clerk-Typist

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.
- (9) Intervene in a lawsuit as a party to the suit once a copy of the court complaint is served on the Commission.

ALASKA PLAN

The State of Alaska, through the Commission for Human Rights, is taking a leadership role in the development of an Alaska Plan to provide equal employment opportunity (EEO) in the construction industry.

Former Interior Secretary Walter J. Hickel assigned to the Commission the responsibility of bringing together organized labor, contractors and minority groups to formulate a "home town" solution in lieu of a Federally imposed plan.

This equal employment opportunity effort is a result of the U. S. Department of Labor implementing an executive order signed in 1965 by President Lyndon Johnson to ensure that equal employment ~~opportunities~~ ^{opportunities} are provided in construction projects which are Federal or Federally financed. In September of 1969, the U. S. Department of the Interior was assigned the responsibility of fulfilling EEO provisions of the Executive Order and hearings were conducted in July of 1970 at Anchorage, Fairbanks, and Juneau.

Once consummated, respective participants will be asked to sign and upon concurrence by the U. S. Departments of Interior and Labor, the Plan should become effective by mid March.

PURPOSES OF COMMISSION

The State Commission for Human Rights holds as its purpose and aim the fostering of a climate of understanding, mutual respect and equality for all Alaskans without consideration of race, religion, cultural background, or sex.

To achieve this end, the Commission will:

(a) Promote an educational program based on intergroup understanding which will eliminate discrimination in employment, public accommodations, and housing because of race, religion, color, national ancestry, physical handicap, age or sex.

(b) Receive, initiate, investigate, and resolve complaints of discrimination which are contrary to the laws of the State of Alaska.

(c) Study the problems of discrimination and promote and provide guidance to the public in seeking means to establish cooperation and conciliation among the groups and elements of the population of the State.

(d) Publish the results of all investigations and research which through public disclosure will tend to eliminate discrimination.

RECOMMENDATIONS

The Human Rights Commission recommends to the Governor and the Legislature:

1. That the Legislature appropriate sufficient funds to the Commission's budget which would include:

A. the addition of a Director of Research and Education in the Central Office of the Commission.

B. the addition of a Field Office in Southeastern for FY 1971-72 to include a Field Representative and Clerk-Typist.

C. additional monies to staff the contract compliance division.

2. That the Legislature pass a bill to revoke or suspend licenses of places of public accommodations found guilty of violating Alaska's laws against discrimination and who refuse to comply with the laws.

3. That the Governor amend the Governor's Code of Fair Practices.

4. That the Revenue Sharing Act be amended to provide that recipient governmental entities give assurances to the State that equal employment opportunity will be provided prior to becoming eligible to receive revenues from the State.

5. That the Governor sign an executive order to bring all State, local government and private contractors under the Alaska Plan to provide Equal Employment Opportunity in the Construction Industry.

6. That the Human Rights Commission be provided a charter by the Governor to conduct and report a Survey of the full range of State Personnel procedures to determine if they are equitably applied to all persons.

7. That a pre-award procedure be established to insure that contractors and permittees will aggressively maintain or pursue an equal employment opportunity program if granted a contract or permit by the State of Alaska. Such procedure would also extend to programs receiving State assistance.

TYPICAL CASE

EMPLOYMENT

Case Number A:

An American Indian woman was terminated from her job because allegedly she was seen in the company of a Black man. During the investigation it was revealed that the complainant's job took her to a city other than the one she resided, and that her husband's job took him to other cities also. When they were in the same city at the same time, they would be together as much as possible. It was also revealed that the complainant's husband was a Black man (actually ^{an} Arab).

Upon further investigation, it was learned that the respondent had remarked to persons at different times that the complainant was "sleeping with a nigger."

Cause was found that the respondent, did, in fact, terminate the complainant from her job because of her association with a black man -- in this case, the complainant's husband. The Commission is now in the process of conciliating the case.

Time necessary to accomplish investigation of this case: Approx. 7 months.

TYPICAL CASE

HOUSING

Case Number B:

An Alaskan Native was terminated from her job as maid at a lodge because her employer told her there had been a change in the housekeeping department. The complainant felt she had been terminated because she knew too much about the difference between the way Natives and Whites were treated at the lodge.

As a maid there, the complainant was instructed to give rooms in one specific wing of the lodge old bedspreads, towels and linen. The rooms in this wing were the only rooms Natives could rent there. From working at the lodge, the complainant knew that Natives were being charged much more than normal cost for lodging, were being asked to pay in advance for their rooms and sometimes were kicked out of the rooms they had paid for so that the owner could rent to someone else, and that Natives were excluded from parts of the lodge.

Upon investigation, it was revealed that the information related to the Commission by the complainant was true; cause was found that the respondent was discriminating against Alaskan Natives.

The Commission and the owner of the lodge met to conciliate the matter, and terms of agreement were drawn up so that the discriminatory practices would cease.

Time necessary to accomplish the investigation -- approx 3 months.

TYPICAL CASE

PUBLIC ACCOMMODATION

Case Number C:

A Black male was requested by his employer to get a haircut before taking over his shift on the job. The Black man went to this particular barber shop, and the barber (owner of the shop and respondent in this case) said to him, "We don't cut colored people's hair in here. You have barber shops of your own here." The barber refused to help the man, so the man left.

When the investigator went to the barber shop in question to serve a complaint to the owner, the owner refused to accept the complaint and gave a very poor reception to the Investigator. (who was a Black man also).

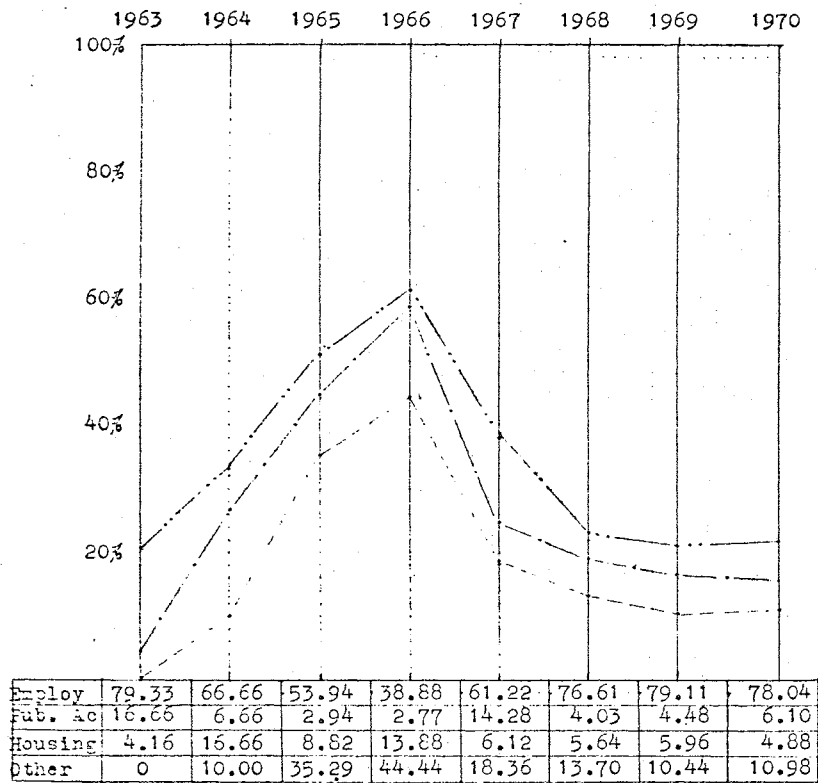
Judging from the treatment given the investigator, the investigator found it believable that the same treatment was given the complainant when he asked for a haircut. In addition, the complainant had a witness to the incident.

The investigator found reasonable cause to believe that a discriminatory practice had been committed because of ^{the} race and color of a Black man.

Letters were written to the Commissioner of the Dept. of Commerce asking that the license of the barber be revoked.

Plus letters were written to the State Attorney General asking for legal reading of certain Alaskan statutes. The results were that the Board of Barber Examiners does not have the authority to revoke or suspend a license based on discriminatory practices.

Time necessary to accomplish investigation : approx 5 months.



NATURE OF COMPLAINTS

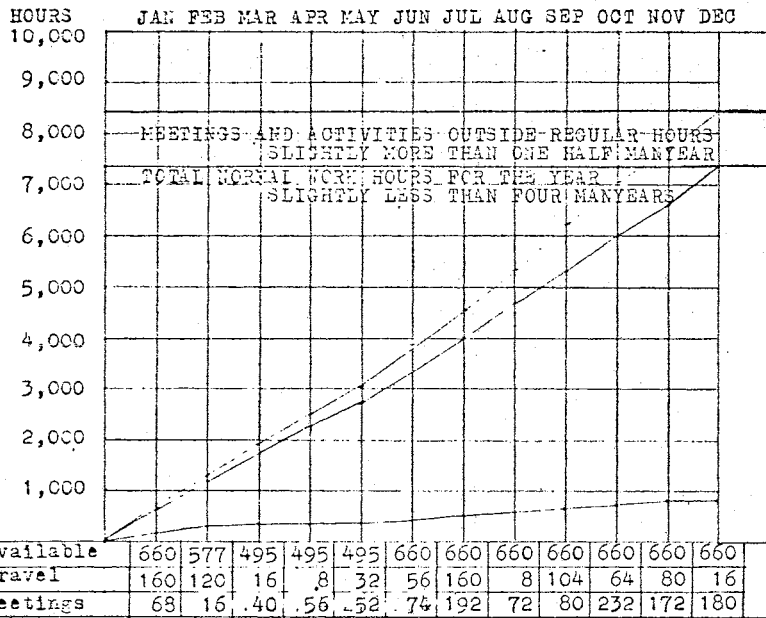
NATURE OF COMPLAINTS

These statistics are at best poor substitutes for the complex factors which they represent and stand only as mute partial spokesmen of the social struggle which has become a part of Alaska's daily life. Within this short history, there lies the angry surge of personal confrontation in the years of 1965 and 1966 when our minorities, clamoring to be heard, sought redress from malpractices in Public Accommodations, Housing, and Personal Discrimination. Although percentages have declined, the number of complaints have not, and we believe that if these areas were to be items of investigative concern for either the private or public sector, they would once more outweigh the ever present area of discrimination in employment.

Again, as in all but one previous year, the greatest number of complaints is within the area of discrimination in employment. Both employer and employee must accept that knowledge and skill are the items which are to be purchased in the employment market place and that these items are the property of men and women of any nation, religion, color or cultural background. Those employers that maintain discriminatory practices as their right under a system of free enterprise must understand that their attitudes and actions will only force or hasten more stringent and restrictive enforcement and legislation.

PERSONNEL UTILIZATION

PERSONNEL UTILIZATION



We are oriented toward profit and loss, and a return for our investment whether it is in time or money. What is our unit of success, what is the return upon a few extra minutes devoted to a client or several hours devoted to public education through meetings, speeches, or complex arbitration? There is none. Seldom, if ever, can we state with assurance that we have succeeded, that what we have done will endure. Yet, we are aware that if we fail, it will be written in banner headlines for all to see, and our failure will touch the personal lives of all the members of our community. With the limitations that a small staff brings with it, may we be able to respond to the needs of the people of this State of Alaska, have the insight to discern those problems most in need of remedy, and to never flag in our own private and personal concern as we go out to the people on our own time and many times at our own expense.

Personnel and fund requirements are a function of our budget report, but as new problems arise it will become your responsibility as the legislators of this State to provide the resources for investigation and resolution of these problems.