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Frederick Douglass Voice

The Only AFRO Newspaper Published In Rochester and Western New York

"One with God Is A Majority" - F. Douglass

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JANUARY, 27, 1969

Rochester, New York



KEYNOTE SPEAKER—Lt. Governor Malcolm Wilson (left) delivered the keynote address on Sunday evening, September 29, 1968, at the opening of the two-day State Conference on Equal Opportunity in Public Service; held at the Thruway Motor Inn, Albany, N. Y. Co-chairmen of the Conference (shown above) were Mrs. Ersal H. Poston, President of the State Civil Service Commission and Robert J. Mangum, Commissioner of the State Division of Human Rights. The speakers addressed an overflow audience at the opening session. (C/PR Photo).

Rockefeller Names 5 to Rights Board



J. Edward Conway

J. Edward Conway of Albany and Lloyd L. Hurst of Rochester, both members of the former State Commission for Human Rights, are two of the five persons who have been appointed by Governor Rockefeller to the new six-man Human Rights Review Board, created by the Human Rights Law which became effective on July 1, 1968. Mr. Conway was named Chairman of the Board.

The other three persons named are Mrs. Carmel Carrington Marr of Brooklyn, Senior Legal Officer at the United Nations, Albert Pacetta, Special Assistant and Consultant on Consumer Affairs with the State Department of Agriculture and

Markets and Mrs. Irma Vidal Santaella.

One other Board member is yet to be appointed.

Under the Law, all members of the Board must be attorneys,



Lloyd L. Hurst

ing of both the law and current social problems to their work on the Review Board."

Judge Conway is a former Assistant District Attorney and County Judge of Ulster County; a former President of the State Civil Service Commission, and a former member of the New York State Assembly. He served on the State's human rights agency from 1954 until the agency was replaced by the Division of Human Rights on July 1, 1968.

Mr. Hurst, a practicing attorney in Rochester before his appointment to the Commission for Human Rights on May 14, 1962, had served previously as Vice-Chairman of the Monroe County Human Relations Commission and Chairman of the County Commission's Housing Committee. A life member of the NAACP he is a former President and Executive Committee member of the Rochester Branch. He also had served the Rochester Branch as Chairman of its Legal Redress Committee.

Mr. Hurst received his AB degree at West Virginia State College in 1945 and was graduate



Mrs. Carmel Carrington Marr

from Brooklyn Law School in 1949. He was admitted to practice before the New York State Bar in June of that year. In 1963 he was admitted to practice before the U.S. Supreme Court. He served as a Social Investigator and Housing Consultant with the New York City Department of Welfare from 1945 to 1951.

Mrs. Marr attended Hunter College from which she was graduated in 1945, and Columbia Law School where she received an LLB degree in 1948. She is a member of the Phi Beta Kappa and Alpha Chi Alpha honorary societies.

Following her admission to the New York State Bar, Mrs. Marr was employed as a law clerk for the Harlem firm of Dyer and Stevens, and practiced privately in Brooklyn until her appointment as advisor on legal affairs on the staff of the United States Delegation to the United Nations. She was advanced to the post of Senior Legal Officer of the U.N. in March 1967.

Mr. Pacetta, a graduate of Notre Dame University and St.



Albert Pacetta

John's Law School, was a glider pilot in World War II, Intelligence Officer and Trial Judge Advocate for 439 Troop Carrier Group. He received the Air Medal with four Oak Leaf Clusters; the Bronze Arrowhead for spearheading invasions, and the Purple Heart. He was honorably discharged with the rank of lieutenant.

Before being appointed to the State Department of Agriculture and Market post, Mr. Pacetta had served as Deputy Fire Commissioner of the New York City Fire Department and Commissioner of the New York City Department of Markets.

A native of Puerto Rico, Mrs. Santaella came to the States in 1946 after attending the Inter-American University at San German and at Rio Piedras.

She received her B.A. Degree, with a major in Political Science and a minor in Economics in 1957 at Hunter College in New York, an LLB degree at Brooklyn Law College

in 1961, and was admitted to practice before the New York Bar the same year.



Mrs. Irma Vidal Santaella

In addition, Mrs. Santaella is a member of the American and other Bar associations, and a number of professional and civic groups.

She is the president of the National Federation of Puerto Rican Women, Inc. with chapters in New York, Illinois, California, Indiana and Puerto Rico.

As a professional, Mrs. Santaella has held numerous federal and state positions, but the one which probably kept her busiest was that of Deputy Commissioner of the New York City Department of Correction from 1963 to 1966. In the department she served as Chairman of the Committee on Personnel and was the official in charge of labor relations, grievances and rehabilitations of inmates, with full executive responsibility.

A practicing attorney, Mrs. Santaella is legal advisor for several Puerto Rican Associations. She, her husband, Cesar Santaella, a public accountant, and their three children reside in the Bronx.

ERTHA KITT HONORED

The National Association of Negro musicians has honored Eartha Kitt for her contributions to music and her encouragement of talented young people at a luncheon held at the Plaza Hotel in New York City. Scholarships were awarded to Hilda Harris, mezzo-soprano, and John Miles, tenor.

Mrs. Lockhart Is Promoted



MRS. JUANITA LOCKHART

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119th Anniversary Douglass Paper Frederick Douglass Voice

JANUARY, 27, 1969



Frederick Douglass Voice

ROCHESTER VOICE NEWSPAPER

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EDITORIALS

A STUDENT NEWSPAPER NEEDS STUDENTS

by R.H. Herzog, Faculty Advisor

I would like to ask you to consider working for the MONROE DOCTRINE, the student newspaper of Monroe Community College. If after reading this article you decide that you can add to the newspaper and the newspaper can add to your education, then I urge you to join the staff of the MONROE DOCTRINE.

A college newspaper reflects the college of which it is a part. An active student newspaper reflects an active, alert college community.

A good student newspaper informs the students, faculty and administration of what is happening on campus; on the editorial page it comments on what is happening, and, often, on what is not happening.

Moreover, a student newspaper recognizes, reports and comments on the world beyond the borders of its college campus.

A good student newspaper has the courage to comment, in a responsible manner, on a mistake made that is detrimental to the college community, no matter who happens to have made the mistake.

Finally a student newspaper offers all students, faculty and administrators an opportunity to express opinions on its pages in letter-to-the-editor columns.

A vital student newspaper stimulates interest in the college. The increased student interest improves the college. Moreover, as the college improves, as students begin taking a more and more active role in their college, the student newspaper must expand and improve its coverage of events.

It is inescapable that the success of a college and the success of its newspaper are inextricably bound.

Because we are presently establishing a college community on a new campus it is essential that

we establish a vital newspaper. We must establish a newspaper which builds on the best qualities of past DOCTRINE issues and one which adds to those qualities.

The establishment of a vital newspaper has to be a student responsibility; the faculty and administration of Monroe Community College will not take this freedom and responsibility from you. It is your newspaper, your challenge.

Christian Leader Conference

Rochester S.C.L.C., ACTS WITHOUT THE PERMISSION OF CITY FATHERS.

In spite of threats of being arrested, there was a MEMORIAL SERVICE to honor the late Dr. Martin L. King on his birthday; the 15th of Jan. at noon, which blocked traffic along Jefferson Ave. and Bronson Ave., in Rochester, New York.

Dr. Ralph Abernathy said "Rochester is one of our Strongest Affiliates in the country."

In keeping with Rev. Bennie Brass, head of the Rochester Chapter of S.C.L.C., we have been circulating petitions and encouraging Rochesterians to write letters to Congressman John Conyers, (of Detroit) in Washington, D.C.; who is pushing a measure to Dr. King's birthday a National Holiday.

Rev. Brass Addressed the people who gathered and led in song and prayer in Celebration of what would have been the 40th birthday of the late Dr. Martin Luther King Jr. "We are here because we're concerned about making Dr. King's Dream a Reality in Rochester."

Rochester, S.C.L.C. in distinguished fashion urged Gov. Nelson A. Rockefeller to issue a Statement Saluting Dr. King a "Fearless and Eloquent Leader in the great Unfinished battle for the dignity and worth of the individual."

ADOPTED UNANIMOUS BY CITY COUNCIL OF ROCHESTER,

A Resolution to Proclaim January 15, Martin Luther King Day.

Mayor Frank Lamb of Rochester Does proclaim, Wednesday, Jan. 15, 1969 to be Martin Luther King Day, in Rochester.

HORTON MOVES TO NEW OFFICE IN CANNON BUILDING

WASHINGTON, D.C.

-- With the opening of the 91st Congress, Congressman Frank Horton has moved into a new office in the Cannon House Office Building.

Horton's new office is Room 407 on the fourth floor of the Cannon Building, the oldest and most recently renovated of the three House office buildings. The building, completed in 1933, is named in honor of the late Joseph G. Cannon of Illinois who served as House Speaker from 1903 to 1911. Renovation of the Cannon offices was completed last year.

Horton, now starting his seventh year in Congress said the new and larger quarters would give him and his staff much improved facilities for providing

services to the 500,000 residents of the 36th District. Horton moved from an office in the Longworth House Office Building, where he was located in the 88th, 89th, and 90th Congresses.

The telephone number for the Congressman will remain (202) 225-4916. He also maintains an office in Room 107 of the Federal Building in Rochester, N.Y.



YMCA NEWS

While skiers ski and shovelers shovel, people at the YMCA are moving everything into line for their camping programs next summer.

Weldon B. Hester, director of camping for the Y of Rochester and Monroe County, has announced the schedule of various periods and trips for resident campers.

Camp Cory, for boys 8 through 15, at Penn Yan on Keuka Lake will open the season on Saturday, June 28. Subsequent periods will start on July 12, 26 and August 9.

Camp Gorham, at Big Moose near Old Forge in the Adirondacks, will open Sunday, June 29, and other periods will begin on July 13, 27 and Aug. 10. Gorham serves boys 10 through 17 years old. The Sunday opening dates are a change from previous years when periods began on Mondays. This will enable parents to drive their sons to camp if they wish.

Ranger Trips, for boys 14 through 17, leave from Camp Gorham for travel by truck, canoe and hiking. The Lake Timmagami trip is set for June 29 to July 18, the one to Algonquin Provincial Park for July 21 to August 9, and the White Mountain trip for August 10 to 23.

The camp office in Rochester is at the Central Branch YMCA, 100 Gibbs Street. The phone is 325-2880.

A Resolution To Proclaim January 15th Martin Luther King Day

M. Luther King Day WHEREAS, the Reverend Martin Luther King lived and died for ideals of brotherhood and equality and set an example of courage and dedication to non-violence which inspire men of good will everywhere, and

WHEREAS, the Southern Christian Leadership Conference has launched a national movement to have January 15, the birthday of Martin Luther King, declared a national holiday, and

WHEREAS, the local chapter of the Southern Christian Leadership Conference is engaged in programs to carry out the high principles to which Dr. King was dedicated, and is holding a memorial service in his honor in Rochester on January 15, 1969.

NOW, THEREFORE, be it

RESOLVED, that this City Council hereby directs the Mayor of the City of Rochester to proclaim Jan.

15, 1969 Martin Luther King Day in Rochester, and urges all citizens to undertake appropriate activities tomorrow and throughout the year ahead consistent with the ideals of brotherhood, equality, tolerance and non-violence for which the Reverend Martin Luther King lived and died.

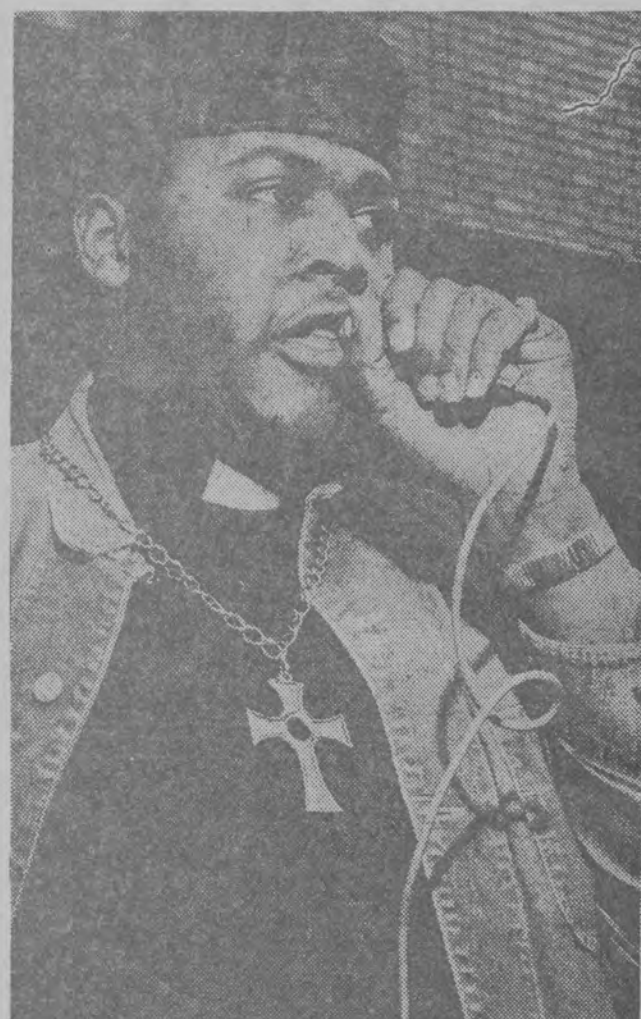
(Adopted Unanimously by City Council - January 14, 1969)

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—Times-Union Photo—Fred Powers

Marking Dr. King's Birthday

Rev. Bennie Brass, head of the local chapter of the Southern Christian Leadership Conference

A PATH TO FREEDOM

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BLACK IS
BEAUTIFUL



Seagram's Benchmark Premium Bourbon business:

This is the first year your customers can give a Seagram Bourbon. Benchmark An elegant package. A Premium Bourbon. Which means premium profits for you.

Rochester shows — THE ONLY FORCE CAPABLE OF MEETING THE CRISIS OF THE CITIES

by BARRY R. FISCHER

GOVERNMENT, NATIONALLY, REGIONALLY AND LOCALLY, has attempted to solve it; legislative bodies have appropriated vast sums of money to analyze it, dissect it, and alleviate it; politicians across the country have denounced it and pledged to eradicate it; civic groups have discussed it and challenged it.

It, however, is still with us and will continue to be with us. It is a problem so vast, so complex and so indescribable that it boggles the mind merely to think of it. It is a problem that defies solution as much as it demands solution.

It is the crisis of our cities. It is poverty, lack of adequate housing, lack of jobs, lack of transportation, lack of education and lack of hope.

The problem is, however, being met and by a force as vast in its power and creativity as the problem is great in its complexity and difficulty. That force is American industry and the story below is about the role of industry in Rochester, New York—a city that has perhaps written the first chapter in a best-selling success story.

In order to comprehend Rochester's success, it is necessary to understand something about the city's past, its growth and about the make-up of its population. In 1950 the city of Rochester had a total population of 332,488. Of these people 7,845 were non-white. In 1960 the total population of the city was down to 318,611, but the non-white population had increased by 208 percent to 24,228. At the present time it is estimated that the non-white population is close to 50,000.

It would be a gross understatement to say that the composition of Rochester has changed drastically in the last 18 years. Black people have been migrating to Rochester at a tremendous rate. John Blake, executive director of the Rochester Business Opportunities Corporation, estimates that as many as 95 percent of these new arrivals have come from one city in the South—Sanford, Florida.

"Rochester is the end of the harvesting trail," Mr. Blake explained.

"Sanford is a very poor community and these people leave Florida to follow the harvesting work. The season ends in October and most of them return to Florida; but each year a substantial number remain in Rochester," he noted.

Not only has the basic population of Rochester changed dramatically in a rather short period of time, but the work force and employment picture of the city is equally unique. Present statistics show Rochester with the highest employment rate in the nation—between 98 percent and 99.5 percent employed. During 1960, 280,000 people were employed in the city and there was an average of 5,000 vacant jobs. By 1966 employment had grown to 317,000 and there were 10,000 jobs available. During this six-year span, white employment increased by 11 percent while the employment of black people jumped 43 percent. Inherent in these figures, however, is a problem, for while black employment was up 43 percent, black migration to the city was increasing at a rate of 46 percent. Of the 10,000 listed vacant jobs in Rochester in 1966, 8,000 were in the "white-collar", "skilled", and "semi-skilled" categories.

During the past ten years, Rochester has had a tremendous influx of unskilled, uneducated black people into a labor market filled with openings for which these people were not qualified. Thus, in a city with the best employment record in the nation, a steadily mounting group of hard-core unemployed began to build.

Rochester population is unique, its labor market is unique and so, too, is its industrial make-up.

The city has at least forty-five major industries. They range in size from Eastman Kodak, which currently employs about 43,000 (13 percent of Rochester's work force), Xerox Corporation, Bausch & Lomb, General Dynamics and General Motors, to others less well-known nationally but which are important factors locally. At one time, Rochester was a city of home-owned industries. Today, many of these home-grown companies have been transformed into major corporations and into major divisions of giant businesses. The management of the long-standing Rochester industries has passed in many cases from family leadership to professional management.

The character of Rochester in-

dustry is also significant. Industry is highly technical and the work force is highly skilled. Fifty-four percent of the city's work force falls into the professional, skilled, and semi-skilled census classifications as compared to 42 percent for the national average. Rochester has more computers per capita than any city in the world and is second only to Wilmington, Delaware, in its proportion of scientists employed by industry. There are no heavy industries and there is a relatively low demand for unskilled labor.

When we combine the above three factors, a large and rapid expansion of the black community, a labor market favoring the skilled white employee and a shortage of unskilled job openings, we see the foundations in Rochester for what has come to be called "the crisis of our cities." The crisis erupted in July 1964 when the citizens of Rochester were stunned to find their city the scene of the first major racial rioting in the nation.

It is at this point that our story really begins. The 1964 riot is not the sole cause for Rochester's present success. It is but one factor. It caused the leaders of industry and the community to look long and closely at their city and to develop a course of action destined to place their city at the forefront in the fight against the crisis.

FIGHT

The years between 1964 and 1967 were formative ones for the city of Rochester. The board of education began to develop special programs and facilities for treating the special problems of the black and Puerto Rican communities. The New York State Employment Service began instituting new programs for the undertrained and undereducated. With the encouragement of local industry, the National Urban League founded a Rochester Chapter which began to develop an on-the-job training program. The Industrial Areas Foundation developed a new grass-roots community organization called FIGHT, which stands for "Freedom, Independence, God, Honor, Today." FIGHT began to develop jobs for the hard-core unemployed and obtained OEO funds for training candidates for civil service examinations.

Two of the city's major corporations were quite active during this period in developing what was to become the genesis of later, more sophisticated programs.

In early 1963 top management at Kodak began to examine its employment policies with regard to minority groups.

"We noticed two things immediately," said Kenneth Howard, a minority group specialist in the industrial relations division.

"We had very few Negro applicants at Kodak and we had no lines of communication into the Negro community to attract applicants."

Kodak had had little success in recruiting blacks into their apprenticeship programs because very few could pass rigid entrance requirements which include a minimum education level of high school. The answer, Kodak decided, was a pre-apprenticeship training and tutoring program. The positions being trained for were in the skilled or semi-skilled category. The program had a modest beginning, but by 1966 there were more than 30 enrollees and the training had been expanded to include lab workers. Kodak soon discovered that it lacked the personnel to carry out large-scale manpower training programs, and it turned to the Board for Fundamental Education to carry out the training. It was in the midst of these pilot training programs that Kodak's celebrated fight with FIGHT erupted. The result of this controversy was the formation of Rochester Jobs, Inc., the subject of lengthy discussion later in this story.

During this same period Xerox was also experimenting with the problems involved in hiring the hard-core unemployed. In early 1966 Xerox created project Step-Up, a pilot training program to help disadvantaged individuals meet Xerox employment standards. Initially the program had 20 trainees. The number was expanded to 32 persons, all of whom eventually entered the company's employ.

"The turnover rate among these specially trained employees was lower than regular employees," according to Dr. Henry Brenner, manager of personnel and management research for Xerox.

Xerox continued its program through several bad business periods, although on a lesser scale. The unions at Xerox were particularly helpful, Dr. Brenner said, in making the training program a success.

Because of the nature of the pilot and experimental programs attempted by Kodak, Xerox and others, it was only a matter of time before these isolated efforts would develop into one cohesive organization to tackle the job and employment problems of the hard-core unemployed.

To be continued in the next issue

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OUR THANKS TO GOD FOR FREEDOM

All kinds of people seek the shelter of freedom. Freedom must be respected and shared with others.

Lets give Thanks to God for our beautiful free for all America.

Do not use freedom as an excuse to rob others of their own rights.

Remember that the same God that created you and I no matter what color, nationality, or religion has also the power to destroy us all. To Him you are as good as the next person so don't feel sorry for yourself.

His Love is so great that you and I could not understand it in a million years.

Next time you see the American flag say the pledge silently to God the Almighty, and don't forget that justice, freedom and liberty is for all.

We should love God, our country, our neighbor & even our enemies.

This nation needs unity now among all men. This is the only solution to our problems, and then we shall have peace, and God will bless this nation.

Think about this and pray for peace and unity.
Felicitia Quinones

GUEST EDITORIAL

Roy E. Fries

Founder of PANIC, (Poor areas Neighborhood Improvement Committee) and CRASH, (Citizens Rat Amihilation & Sanitation Hustlers)

I walked into the rear yard to look at a dead rat, just in time to see a cat-size rat scurry down a roof, over a debris-filled gutter pipe, and into a hole in the building.

Gathering my composure I glanced around at rat holes under the crumbling sidewalk within feeding distance of the few and uncovered trash cans which overflowed all over the premises.

Inside the building were rat holes, the smell of deadrats, rotting wood, broken plaster, broken windows.

In this building lives three babies under eight weeks old and parents who love them. Yet their love cannot provide better and safer quarters. But we now see signs of hope for better housing.

We can accuse anyone else for these deplorable conditions but we cannot blame the babies - - or the rats.

If we cannot get personally involved, let us pray, at least, that the city-county-citizen team recently formed to combat the rat and sanitation problem will be so successful that they can remain as a team to combat the rest of our social problems.

If not, what have those babies got to look forward to anyway?

BALLET AT EASTMAN FEB. 15

On Saturday, Feb. 15, the Eastman Theatre will explode with the excitement of music and dance created by Ballet America in their latest production, "Big Country." A ballet of early America - a journey back across the land, a revisiting of America's unbelievably rich and exciting heritage. It is as stimulating as an old fashioned Fourth of July picnic.

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