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VIRGINIA ADVISORY COMMITTEE  
TO THE UNITED STATES COMMISSION ON CIVIL RIGHTS

HOLIDAY INN-WATERSIDE, PORTSMOUTH, VIRGINIA

August 19, 1985

1:38 p.m.

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Meet.  
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Benjamin R. Bostic, Chairman  
James W. Holley, III, Member, VAC  
Curtis W. Harris, Member, VAC  
Timothy G. O'Rourke, Member, VAC  
Charles H. Krumbein, Member, VAC  
Dr. Dao Thi Hoi, Member, VAC  
Naomi D. Zeavin, Member, VAC  
Carlyle C. Rigg, Member, VAC  
Jessie M. Rattley, Member, VAC

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P R O C E E D I N G S

MR. BOSTIC: Good afternoon. My name is Benjamin Bostic, and I chair of the Virginia Advisory Committee to the U.S. Civil Rights Commission.

As you know, the U.S. Commission on Civil Rights has an Advisory Committee such as our Virginia Advisory Committee in each of the states and the District of Columbia. Members serve without compensation for a two-year period. The current Virginia Advisory Committee was appointed by the Commissioners in April 1985.

At our first meeting in Leesburg on May 17, 1985, members decided that the Committee could best carry out its primary function of being the eyes and ears of the Commission at the state level by holding meetings in various parts of the state. Today we're meeting in Portsmouth where Dr. James Holley, who is a member of our Committee is the mayor.

Before introducing other members of the Committee and the Commission staff for the Mid-Atlantic Regional office, I've asked Mr. Mayor if he will say a few words about Portsmouth and the Tidewater Area. Mayor?

1           MAYOR HOLLEY: Thank you very much. I  
2 would like to say good afternoon and say to the members  
3 of the Virginia Advisory Committee, I extend a very  
4 warm and cordial welcome to you to the Portsmouth  
5 communitys. We're extremely pleased to have your  
6 presence here. You do come to us at a very exciting  
7 time in Portsmouth's history, a long and a rich  
8 history. We are in a rekindling of the spirit here in  
9 Portsmouth, as you can see as you move around our  
10 community. Hopefully, you will get an opportunity to  
11 see some of the progress that is taking place here  
12 within the municipality within the last decade.

13           Much of you what you see here now is  
14 hopefully going to be the framework for a new  
15 community. It isn't often in one's lifetime that you  
16 have an opportunity to participate, and we speak  
17 specifically to the participants here today, into the  
18 rebuilding of a community. You don't do that every  
19 year; you don't do it every five years. It's probably  
20 just once in a lifetime, so we say to those  
21 participants who are here, we are extremely pleased  
22 that you have taken of your time and have an interest  
23 and a concern and you're here today to make them known

1 to the Committee.

2           The Committee was created as an  
3 extension of the United States Civil Rights Commission  
4 so that this would serve, as the chairman has  
5 indicated, as the eyes and ears of concerns of the  
6 citizens in the Commonwealth. As you would understand,  
7 there are committees throughout the 50 states as well  
8 as the District of Columbia.

9           Here in Portsmouth over the the years  
10 we've made considerable amount of progress in regards  
11 to civil rights on the rights of all citizens to enjoy  
12 a quality of life. As you would understand as in other  
13 places, also, we have not completed the task. There  
14 are a number of concerns that still rest heavily on the  
15 hearts of citizens of Portsmouth for which hopefully we  
16 will hear them being addressed this afternoon. I'm  
17 certain that this very qualified and capable Committee  
18 will be looking for resolves and answers to those  
19 concerns.

20           We are trying in Portsmouth in a sense  
21 to not only improve the quality of life for all of our  
22 citizens. What we would hope that would be our  
23 ultimate goal is the full rights of all citizens to

1 participate within the full part of the democratic  
2 process.

3           It is interesting in Portsmouth at this  
4 time that our political structure, our legislative  
5 branch, is in a posture of a democracy. We are going  
6 to be working extremely hard to not only show to the  
7 municipality and all of its citizens, but to this  
8 region and to this Commonwealth and to this nation that  
9 it does work a democracy. You see evidence of it here.

10           I am very pleased to note in the  
11 audience that two members of the Portsmouth City  
12 Council are with us at this time, and I'll take this  
13 moment to introduce them to you. We have with us the  
14 honorable L. Louise Lucas, member of the council, and  
15 we also with us the Reverend Ben Beeman, the Honorable  
16 Ben Beeman, a member of the council. Thank you both  
17 for being present here.

18           Let me just assure you that we have  
19 invited over a 150 citizens to participate in this full  
20 afternoon of discussion of concern for Virginians. We  
21 want to improve certainly our record in the  
22 Commonwealth. We would hope that out of this will come  
23 something of some substance which will bare fruit for

1 the future generations here in this Commonwealth.

2           So it is on behalf of my office of  
3 mayor, members of the city council, our management  
4 team, the Portsmouth partnership, and all of its  
5 citizens which we collectively refer to as "The  
6 Portsmouth Family," we welcome you. We hope that your  
7 dialogues will be fruitful, that there will be a very  
8 open and positive exchange of views and ideas and that  
9 you will at this time, besides gleaning what are the  
10 concerns and hopefully what the solutions may be, you  
11 will also make and establish some new friendships.  
12 Thank you so much for this opportunity.

13                           (Applause).

14           MR. BOSTIC: Thank you, Mr. Mayor, and  
15 for that great wellcoming. Now, that we are assured of  
16 our welcome in the Portsmouth area, I would like to  
17 introduce other members of the Virginia Advisory  
18 Committee. Reverend Harris is not here at this time.

19                           MRS. HOFFMAN: He's on his way.

20                           MR. BOSTIC: He's from Hopewell. Dr.  
21 Dao Thi Hoi of Springfield; Mr. Charles Krumbain of  
22 Richmond, Mr. Jeffrey Norris of Reston is not here;  
23 Mr. Timothy O'Rourke from Charlottesville is not here.



1 MRS. HOFFMAN: He's on his way.

2 MR. BOSTIC: Ms. Jessie Rattley of  
3 Newport News; Mr. Carlyle Ring who is on his way, and  
4 Ms. Naomi D. Zeavin from Falls Church.

5 We also have commission members staff  
6 from the Mid-Atlantic Regional Office, and they are Mr.  
7 John Binkley, who is the new Regional Director of the  
8 Mid-Atlantic Regional Office. Some of you might  
9 remember Mr. Ed Rutledge. Mr. Binkley replaced Mr. Ed  
10 Rutledge who met with us in Leesburg. We have Mrs.  
11 Wanda Hoffman, the Civil Rights analyst, Mid-Atlantic  
12 Regional Office who is also staff of the Virginia  
13 Advisory Committee.

14 At this point I would like to have Mr.  
15 Binkley address concerns relating to the Virginia  
16 Advisory Committee. Mr. Binkley.

17 MR. BINKLEY: Thank you, Mr. Chairman,  
18 Mr. Mayor: it's an honor to have his honor with us as  
19 both a wellcoming person and also as a member of our  
20 State Advisory Committee and we are pleased that he  
21 could be with us this afternoon. My remarks are going  
22 to be brief.

23 We have a lot of work to cover and a lot

1 of people to hear you from this afternoon.

2           This portion is kind of a business  
3 session and you're welcome as the public to overhear  
4 what we have to say and discuss. Most of my remarks  
5 are more directed toward the members of the Committee  
6 who are present, but I want to take this opportunity  
7 and hope later to meet some of you in breaks and  
8 discuss with you some of the issues you are going to  
9 bring before us, to thank you in advance for your  
10 coming to the meeting and sharing with us the issues  
11 and concerns you have for this which in preparing  
12 myself.

13           I'll admit I'm not too well prepared; I  
14 found out this metropolitan area comprises one-fifth of  
15 the total population of the state of Virginia, so there  
16 is a lot of people here; there are a lot of issues and  
17 a lot of problems, and we want to help you if we can in  
18 anyway, if you help us to work with the state and with  
19 the national commission in our role with the State  
20 Advisory Committee.

21           Before I was appointed to this position  
22 as director of Mid-Atlantic Regional Office, which  
23 comprises five states and the District of Columbia, I

1 had worked for the Commission in its headquarters  
2 office for many years, and I hope to bring to the  
3 Committee members some assistance in my experience to  
4 work with you and work with the issues that you will  
5 cover and deal with in the Mid-Atlantic Regional  
6 Office. I look forward to it.

7 I'm in the process of learning about the  
8 activities that are taking place in the six committees,  
9 and the work they're doing, and I want to say at this  
10 time I think you're very fortunate to have Wanda  
11 Hoffman as the field representative assigned to your  
12 state.

13 You have a person with a great deal of  
14 experience and knowledge. She's one of the hardest  
15 working most productive field representatives in the  
16 United States Commission on Civil Rights field offices  
17 and I'm proud to say that and happy to say it. Those  
18 of you who are new to the committees will learn that  
19 and those of you who have been on the Committee in the  
20 past already know that.

21 Wanda will bring to you the information,  
22 the experience she's had in following up to previous  
23 activities that the Committee has had under way, the

1 project on migrant labor, the Committee project on  
2 recommending to the state that there be a state law on  
3 civil rights based on a conference held last year as  
4 well as getting under way with the new activities, like  
5 the one we're here today in this meeting. There's been  
6 a meeting held in Leesburg. There is this one and  
7 perhaps the chairman will speak about this more later.

8 I don't want to take away some of your  
9 planned comments. We plan probably four meetings of  
10 this nature around the state to acquaint the new  
11 Committee members and the former ones with issues and  
12 also too bring to the communities some of the ideas and  
13 the information that the Committee may share with you  
14 and work with you in the period of time in the state.

15 At this time I don't have any particular  
16 comments to bring to the Committee, any specific  
17 remarks, either program-wise or procedurally. I would  
18 ask that each of you, when you have the opportunity to  
19 review again, if you haven't already done and if you  
20 haven't, again, the State Advisory Handbook which  
21 provides a lot of information for procedures, steps to  
22 be taken, the type of work to be undertaken and how it  
23 can be undertaken.

1           If you have any questions of me, I'll be  
2 happy to try to answer them and, if you have any  
3 comments, I'll be glad to hear those, and if one of  
4 your Committee members, Mr. Ring, from Alexandria,  
5 doesn't get here for later on in the agenda, I  
6 understand I have been drafted to give you a brief  
7 report of the National State Advisory Chairperson's  
8 Conference which was held in late June in Washington.  
9 Without further taking of your time, I will thank you  
10 again for the opportunity to be here and wish you luck  
11 in your work and will be present for anything you would  
12 like to talk with me during breaks and that sort of  
13 thing.

14                           (Applause).

15           MR. BOSTIC: Thank you, sir. Before I  
16 hear from Wanda, I would like to echo Mr. Binkley's  
17 comments with reference to Mrs. Hoffman's tremendous  
18 strength, insight and support. She's definitely one of  
19 the hardest working persons I've had the privilege of  
20 working with in many, many years. Now we will hear  
21 from Mrs. Hoffman and bring us up to date on many  
22 matters.

23           MRS. HOFFMAN: After that I don't think

1 I should say anything but just stand here. But I do  
2 appreciate your your remarks. Thank you.

3 I want to do two things right now. I  
4 just want to report on the progress that has been made  
5 on two reports that have been prepared by the previous  
6 Virginia Advisory Committee. The May 17 meeting in  
7 Leesburg was the occasion for the release of the  
8 migrant and seasonal farm workers report. This has  
9 received media attention. You may have seen it in both  
10 the Richmond and Norfolk papers. In fact, the reporter  
11 from Norfolk made the trip all the way to Leesburg to  
12 cover that meeting.

13 Following the release of the migrant  
14 report, the committee chairperson and several other  
15 members and I went to Richmond to deliver that report  
16 to Secretary Diener and Secretary Fisher in Richmond.

17 As a result of having received that  
18 report, Secretary Diener made a trip to the Eastern  
19 Shore. She visited with people who work with migrants  
20 on a day-to-day basis, and she also met with some of  
21 the growers. As a result of that trip, our report will  
22 be forthcoming to the Virginia Advisory Committee on  
23 her findings and the recommendations that she will make

1 to the Governor and others and the site agencies to  
2 carry out the findings and recommendations of the  
3 migrant report.

4 In addition, I want to report that the  
5 Migrant Seasonal Farm Workers Commission will meet in  
6 Richmond this next week on the 28th and several of us  
7 hope to attend that meeting at 10:00 o'clock in the  
8 morning. On the agenda is the migrant report and the  
9 action that has been taken by Secretary Diener, so I  
10 think that the report has had some positive results  
11 already, and I hope that we will have a report from the  
12 state agencies very soon.

13 The other thing I wanted to report to  
14 you is that the Commissioners of the U.S. Commission on  
15 Civil Rights will probably take up another report that  
16 was prepared by the Virginia Advisory Committee at its  
17 September meeting which will probably be the first week  
18 in September.

19 That particular report is focused on the  
20 Virginia Advisory Committee's recommendation that a  
21 Human Rights Law and Commission be established in the  
22 Commonwealth of Virginia. We hope that report will be  
23 out very soon. We have had some interest in it from

1 the General Assembly Study Committee that was  
2 established in January of this year.

3 That committee is going to meet this  
4 Friday to organize itself, to study the pros and cons of  
5 establishing a Virginia Human Rights law and a  
6 Commission.

7 MR. BOSTIC: Just one question, it was  
8 my understanding that the group met last Friday. Will  
9 there be public hearing?

10 MRS. HOFFMAN: This Friday.

11 MR. BOSTIC: Will there be public  
12 hearings on it?

13 MRS. HOFFMAN: They expect to hold at  
14 least one public hearing. There may be additional  
15 ones. In that regard, as I mentioned a little bit  
16 earlier, I've been following through on that, and the  
17 legislative aide that's working on that study committee  
18 has been in touch with me concerning who the members  
19 are on the committee, and the fact that it's likely  
20 they will ask you as the Chairman of the current  
21 Virginia Advisory Committee to address them during any  
22 hearing that they have. So I expect that will be  
23 sometime before the end of October or early in November



1 because the study committee is to make its  
2 recommendations to the Governor and to the General  
3 Assembly by the end of December.

4 MR. BOSTIC: Thank you.

5 MRS. HOFFMAN: Thank you.

6 MR. BOSTIC: Thank you very much,  
7 Wanda. At this point, I suspect that the members of  
8 this Committee would want to decide whether or not it  
9 is appropriate for us to provide the support here for  
10 the study committee. I would like to hear some  
11 comments from the members of the Committee.

12 Now, let me just say this: the guiding  
13 principle here is that the U.S. Commission on Civil  
14 Rights has adopted the report of the Virginia Advisory  
15 Committee on sex discrimination and Title VII in  
16 Virginia, which recommended establishment of a Virginia  
17 Human Rights Law and Commission.

18 The commissioners will decide at the  
19 September '85 meeting concerning adoption of another  
20 report of the Virginia Advisory Committee that relates  
21 to the needs for a Virginia Human Rights Law and  
22 Commission, that is the Statewide Conference on Civil  
23 Rights Complaints and Enforcement in Virginia. Now, I

1 might add that the Committee itself, that this current  
2 Virginia Advisory Committee, does not need to study the  
3 pros and cons of establishing of a Virginia Human  
4 Rights Law or Commission; that has already been done.

5           Now, what I would like to do is to try  
6 perhaps resolve this with the Committee and any  
7 comments coming from the Committee members I would like  
8 to hear that now with respect to this particular  
9 resolution. Wanda, do you have comments to add or  
10 guide them into this?

11           MRS. HOFFMAN: No. The only thing, I  
12 would suspect that the legislative committee might want  
13 is any information that we had that would update the  
14 need for a Human Rights Commission, the pros and cons  
15 of establishing the Human Rights Commission. So as we  
16 go forward with our meetings and gather additional  
17 data, that would perhaps be helpful in updating any  
18 comments that we might want to make.

19           That I think would be the major thrust  
20 of the state would be an update.

21           MR. BINKLEY: Would you want from the  
22 Committee from them to pass a resolution approving the  
23 chairman's attending that meeting? Is that your

1 seeking?

2 MRS. RATTLEY: I would so move.

3 MR. KRUMBEIN: I'll second that.

4 MR. BOSTIC: Been moved and properly  
5 second that the Chair of the Committee meet with the  
6 members of this particular special committee to present  
7 any type of information that might be necessary. Are  
8 there any questions.

9 MRS. RATTLEY: Could we just add to  
10 that and "also to be available to answer questions in  
11 reference to the work of this body"?

12 MR. BOSTIC: Very good. Ready for the  
13 vote?

14 (Motion being duly made and seconded was  
15 put to a vote and carried unanimously).

16 MR. BOSTIC: Before we move on to the  
17 next area, which is the Chairperson's Conference  
18 Report, Mr. Carlyle Ring, who has not arrived, and as  
19 Mr. Binkley did mention to you earlier he will be  
20 speaking in his stead.

21 So at this point Mr. Binkley will give  
22 us a statement before about the conference since he was  
23 in attendance there, also. Mr. Binkley?

1           MR. BINKLEY: May I make this suggestion  
2 or ask the privilege of consulting with Wanda and  
3 yourself? Is Carlyle not coming or is he just on his  
4 way and late?

5           MRS. HOFFMAN: It is my understanding  
6 that he will be here as quickly as possible.

7           MR. BINKLEY: Could I suggest we, in  
8 case he comes, I would like for him to have that  
9 opportunity to present this.

10          MR. BOSTIC: Is that agreeable?

11          MRS. HOFFMAN: Sure.

12          MR. BOSTIC: To the members of the  
13 Committee you will recall I sent a copy of the Grove  
14 City decision to each of you along with a copy of the  
15 letter to the commissioners that had been prepared and  
16 distributed by the North Dakota Commission at the  
17 Chairperson's Conference.

18                 I would like to get some comments or at  
19 least your position. The North Dakota Advisory  
20 Committee suggested that other state advisory  
21 committees might want to review the Grove City decision  
22 and make their appropriate comment, as they felt, if it  
23 was in line with their thinking or if it was in

1 opposition of. I would like to hear from the members  
2 of the Committee your thoughts on the Grove City report  
3 and your recommendations to this Committee as to what  
4 we might be do about it. Who would like to make a  
5 statement about it?

6 MRS. HOFFMAN: A copy of the North  
7 Dakota Advisory Committee letter is in the folder in  
8 front of you with the gray folder.

9 Basically the North Dakota Advisory  
10 Committee disagrees with the position that has been  
11 taken by the U.S. Commission on Civil Rights, and they  
12 wish to express that difference and also felt that as  
13 the eyes and ears of the Commission, the Advisory  
14 Committees ought to advise the Commission concerning  
15 the Advisory Committee members' view, so for that  
16 reason they distributed a copy of their letter at the  
17 Chairperson's Conference, so the chairmen attending  
18 that meeting would be aware of the thinking of members  
19 of the North Dakota Committee.

20 MR. BOSTIC: And, of course, as Wanda  
21 has said, the letter is before the members of the  
22 Committee, but it relates specifically to the U.S.  
23 Civil Rights Commission. Again, as Wanda has said,

1 with reference to federal funding on certain projects  
2 at institutions of higher learning, that I believe the  
3 decision was that certain acts of discrimination in  
4 certain areas could be not funded by federal monies and  
5 other aspects of the funding process of the  
6 institutions of higher learning could carry on.

7           The North Dakota Advisory Committee  
8 disagrees with that decision and has so written the  
9 Commission. They simply are sort of asking other  
10 Advisory Committees to look at it and perhaps make some  
11 comments and, if they agree with them, to send a  
12 similar letter to the U.S. Civil Rights Commission.  
13 Ms. Rattley.

14           MS. RATTLEY: I would like to comment I  
15 have not received and I'm still looking for that  
16 particular report. I think, basically, I know what  
17 you're talking about where the proposal is that in an  
18 institution of higher learning, that, if there is no  
19 discrimination, let's say, in the law school, that that  
20 section, that segment of the school should not be  
21 penalized for discrimination that may be, say, in the  
22 history department.

23           MR. BOSTIC: That's right.

1 MS. RATTLEY: I don't agree with it, you  
2 know, personally, so I could give you my thinking on  
3 that. But I'm concerned about the document. It wasn't  
4 in the material mailed out because I have all of that.  
5 Is it in the new material?

6 MRS. HOFFMAN: The letter is in your  
7 folder.

8 MS. RATTLEY: Wait a minute. This is to  
9 date--

10 MRS. HOFFMAN: It was intended to be  
11 mailed to everyone along with a copy of the Grove City  
12 decision. It was a big thick packet of information.

13 MR. BOSTIC: Yes.

14 MS. RATTLEY: If that's' what you're  
15 seeking.

16 MR. BOSTIC: That is what I'm referring  
17 to, Ms. Rattley,, yes.

18 MS. RATTLEY: This, of course, came out  
19 about an action about a year or so ago or longer, and  
20 this would be the thrust, and it would appear to me, if  
21 you're really interested in breaking out vestiges of  
22 discrimination, that we would hold the entire college  
23 liable for any acts of discrimination at that

1 institution.

2           It seems to me that this is a step  
3 backwards, and I understand now we're talking about the  
4 affirmative action where somewhere else a decision is  
5 about to be made on that, and I'm not really looking  
6 forward to hearing about it because I feel like what's  
7 going to be happening there, in my opinion, is the same  
8 thing, it is related to what is anticipated. So I  
9 would suggest that we do join in with North Dakota  
10 group and send a letter to the Civil Rights Commission  
11 in support of their position.

12           MR. BOSTIC: Very good. Would any  
13 other member care to comment on that, give us your  
14 opinion?

15           MR. KRUMBEIN: I just hate silence.  
16 When I read through the material on the Grove City  
17 decision, quite frankly I had to take a lot of time to  
18 read it and try to digest it. Two things struck me,  
19 and the first was, it seemed like such a vast departure  
20 from what I saw as the open door for civil rights and  
21 that door to me opened in the United States Supreme  
22 Court in an Alabama decision where the Supreme Court  
23 held that the--and I'm sure I'll misquote it but I'll



1 be pretty close--that the transport of food and  
2 materials across interstate lines was sufficient door  
3 opening, as it were, to regulate eating establishments  
4 --in this case it was in Alabama--and to require them  
5 to provide services to everyone.

6 That sort of thinking of the very simple  
7 matter of contact, of getting some flour from Idaho or  
8 Iowa or whatever, and using that in interstate commerce  
9 as requiring the the people in that little diner in  
10 Alabama to treat everybody like a citizen of the United  
11 States and then for us to see a decision which says--  
12 and I see the Grove City decision more narrowly maybe  
13 than other members.

14 The Grove City decision to me says that  
15 you've got this college and university and, if you are  
16 not discriminatory, you don't have to make a statement  
17 that you're not going--a case came about--I'm sorry I'm  
18 not sure I understand it enough to describe it clearly,  
19 but the case came about, as I read it, that the school  
20 did not want to sign an antidiscriminatory statement in  
21 order to receive their federal funds.

22 They got some fancy lawyers, and I like  
23 fancy lawyers, to decide that statement was not

1 required where the student received the money directly  
2 and the school didn't receive the money directly.

3 I know I've rambled on a little bit but  
4 I see that as just not being the same sort of thinking  
5 in the same sort of country that we had when we decided  
6 that a little diner in Alabama had to treat everybody  
7 equally because they were a part of our great country,  
8 and university which makes a very minor distinction  
9 that, if we're going to hand the check to the student  
10 instead of to the school, they don't have to sign a  
11 statement.

12 We are not asking for action. They just  
13 have to sign a statement that they're not going to  
14 discriminate. That's the first thing I think that  
15 bothered me. The second thing--I won't be quite as  
16 long-winded about--that was that I am in sympathy with  
17 the idea that I would like the federal government to  
18 stop regulating as many things as they seem to be  
19 relating, and I don't know how you take those two ideas  
20 and put them together. Under the circumstances, I feel  
21 that it would be the responsibility of this State  
22 Advisory Committee to speak out, to have all of its  
23 members heard--there are only a few of us here today

1 --and express our opinions to the group in North  
2 Dakota.

3 MR. BOSTIC: All right, any other  
4 member with a comment?

5 What I would like to suggest here is  
6 that if there seems to be a consensus, at least that we  
7 send a letter to the U.S. Civil Rights Commission and  
8 support the North Dakota Advisory Committee concerns;  
9 however, before I am able to send that letter to the  
10 Commission, I would like to talk with the other members  
11 of the Committee that are not here at this time because  
12 the letter has to be supported unanimously, and I'm  
13 just wondering and hoping, silence gives consent, Mrs.  
14 Zeavin and Dr. Hoi have not spoken, but are you in  
15 agreement with the idea of supporting the North Dakota  
16 Advisory Committee's letter to the U.S. Civil Rights  
17 Commission in opposition to the Grove City decision of  
18 the U.S. Civil Rights, Dr. Hoi?

19 DR. HOI: Yes. I don't recall that I  
20 have received the North Dakota Committee decision, but  
21 from what I've heard, I think I agree on the principle  
22 of supporting the letter.

23 MR. BOSTIC: Thank you. Mrs. Zeavin,

1 do you have a comment?

2 MRS. ZEAVIN: I'll go along with  
3 agreeing at this point.

4 MR. BOSTIC: We will draft the letter  
5 after I talk with the other members of the Committee  
6 and get their consent, and then we'll get back to you  
7 at our September meeting before we send it out if  
8 that's agreeable.

9 Mr. Ring has not arrived and I'm  
10 wondering if we might just go back. Mr. Binkley,  
11 you're pretty well ready now to fill in for Mr. Ring  
12 for us if you would, please?

13 MR. BINKLEY: Sure.

14 MR. BOSTIC: It seems that we're just  
15 about on schedule and, if we follow with that now,  
16 we'll hear from Mr. Binkley on the Advisory Committee  
17 Conference that was held recently. Mr. Ring was the  
18 representative for the Virginia Advisory Committee and  
19 Mr. Binkley was presently, also. Mr. Binkley?

20 MR. BINKLEY: I just wanted to give Mr.  
21 Ring an opportunity to report because he probably would  
22 report in more detail than I. I don't know whether he  
23 would be report more objectively or more subjectively

1 than I will report on.

2           This is a report on a conference that's  
3 held annually for the chairpersons of the 51 states  
4 State Advisory Committees to the United States  
5 Commission on Civil Rights. It is normally held in  
6 September but the Advisory Committees under the current  
7 administration and the current new leadership on the  
8 Commission on Civil Rights were all rechartered in a  
9 brief period of time beginning at the first of the  
10 year. In that process the 51 Committees had roughly  
11 two-thirds of their membership replaced and all but  
12 three of the state chairpersons were replaced, three  
13 were retained—Delaware, the District of Columbia and  
14 North Dakota. It is interesting they have this letter.

15           Two of the new chairpersons were former  
16 members of Committees but had never attended a  
17 Chairperson's Conference, so the staff and the  
18 Commissioners decided they would like to have the new  
19 people come in as quickly as they could be to be  
20 briefed and informed of the Administration's position  
21 on Civil Rights and to meet them and talk with them in  
22 such a conference so they could go back to their states  
23 and proceed with their business.

1           That sets the stage and the framework of  
2 the conference. The conference lasted for a full two  
3 days and the Chairman, Clarence Pendleton, spoke to the  
4 conference; the Vice-Chairman, Morris Abram, spoke to  
5 the conference; the acting Staff Director, Max Green,  
6 spoke to the group, and the General Counsel J. Mann  
7 spoke to the group, and a representative whose name  
8 escapes me briefly from the Attorney General's office  
9 spoke. He is the director of the Office for  
10 Information. All of these people spoke on the basis of  
11 providing information to the new chairpersons of what  
12 this Administration's position was on civil rights,  
13 affirmative action, comparable worth, various things of  
14 that nature.

15           There were three panels in addition to  
16 the presentations made by the spokesmen I just  
17 mentioned, and the panels dealt with education and a  
18 project that the Commission has currently under way on  
19 education; the subject of comparable worth. There was  
20 a panel on comparable worth, and the panel--I don't  
21 have the agenda with me, but to the best of my  
22 knowledge, it was sort of like new directions to be  
23 taken.

1           For example, there is a project under  
2 way to study statistically the problems of  
3 disadvantaged in the United States. Some years ago the  
4 previous Commission did a study called "Social  
5 Discrimination: Indicators of Social Discrimination and  
6 Disadvantage" and the current Commission is seeking to  
7 and planning to update that and the people who are  
8 working on that made the presentations.

9           The overall purpose, as I say, was to  
10 brief and inform the new chairpersons of the positions  
11 of the Administration and the staff members and the  
12 Commissioners who addressed them. If anybody has any  
13 questions about all that, I'll try to answer them.

14           MS. RATTLEY: Yes. I guess I would have  
15 a question. The purpose of explaining the position of  
16 others, do I think that was intended to say indirectly  
17 that we want this to be your position, also?

18           MR. BINKLEY: Let me put it this way, I  
19 think the presentations made, especially by Chairman  
20 Pendleton and the acting Staff Director Max Green were  
21 that "we have appointed you. We welcome you, and here  
22 are some of the positions we have taken and we'd like  
23 for you to go out and study the subjects and the issues

1 along these lines."

2 MS. RATTLEY: In other words, "Since we  
3 have appointed you, you are on our team now and you're  
4 supposed to agree with our position?"

5 MR. BINKLEY: No, I wouldn't want to  
6 leave that impression. The Chairman and Max Green also  
7 both said to these chairpersons, these 51 people or  
8 their representatives like Mr. Ring or Mr. Bostic, "We  
9 want your advice. We may not agree with it. We may  
10 not accept it, but we want your advice. Tell us what  
11 you think about issues in your community and we will  
12 consider it when we get it and we may publish it or we  
13 may not, but we want you to look at the issues in your  
14 community and your states and tell us what you think  
15 and what you believe, and then we'll consider the  
16 advice."

17 They tried to make clear they did not  
18 want to become censors or to program the people but  
19 they did, I think, make quite clear what their  
20 positions were on the various civil rights issues. I'm  
21 trying to answer your question thoroughly.

22 MS. RATTLEY: It is a little confusing.  
23 Sometimes when I read the results of meetings, when I



1 listen to the chairman speak, it just appears as though  
2 that what we have worked for so many years, we are  
3 beginning to reverse those things, and as a member of  
4 the Advisory Committee, you know, you feel a little  
5 awkward when you're saying nobody else has endorsed,  
6 for example, the North Dakota stand. On this  
7 particular issue, I'm wondering if the reason for that  
8 is that either they are saying "what's the use" or "I  
9 don't want to go against what the Commission thinks."

10 MR. BINKLEY: Let me clarify one thing.  
11 I don't know that no other committee has not endorsed  
12 this.

13 MS. RATTLEY: Not according to that  
14 letter. Of course, maybe by now they have.

15 MR. BINKLEY: This was handed out in  
16 June, circulated that.

17 MR. KRUMBEIN: That is dated June 7th.

18 MS. RATTLEY: That was in June.

19 MR. BINKLEY: That's one of the things  
20 that we should have checked on in case people asked. I  
21 wouldn't want to try to tell you by saying 30 other  
22 committees endorsed or none have. I'd like for you to  
23 make up your own mind. The Commission does want the

1 advice; they want the views of the State Advisory  
2 Committees and I think they are willing to accept it  
3 and look at it. I don't think they will necessarily  
4 always endorse everything that's been done.

5 MS. RATTLEY: I understand that.

6 MR. BINKLEY: You're familiar with the  
7 problem of the process of trying to get the migrant  
8 labor study approved and passed. That is not the only  
9 one. There have been problems of that nature with  
10 studies from other states. Any other questions or  
11 comments?

12 MR. BOSTIC: Thank you, sir. Let's  
13 move on now to our next item of business here.

14 You will recall that you received a  
15 letter from me or at least a memorandum indicating that  
16 I would like to establish subcommittees in an effort to  
17 facilitate our being the eyes and ears of the  
18 Commission. I've suggested that we form subcommittees  
19 on housing, voting, education, employment and  
20 administration of justice, which are topics that have  
21 been of continuing concern to the Commission. You also  
22 note that the panels in the form that are to follow our  
23 business meeting are also devoted to those five topics

1 as they relate to the Tidewater Area.

2 If we establish these subcommittees as I  
3 have indicated, today's proceedings will provide the  
4 five subcommittees with data that they may analyze in  
5 order to plan for future subcommittee activities and  
6 activities to the Advisory Committee as a whole.

7 Now, since neither the Mid-Atlantic  
8 Regional Office staff nor I have received any letters  
9 or calls indicating that you are not willing to serve  
10 on the subcommittees I have suggested, then—in fact, I  
11 received one indication that a member is willing to  
12 serve on two subcommittees, but the matter is still  
13 open, and since we have not heard I would appreciate  
14 knowing whether you would like to have the  
15 subcommittees established and if you are willing to  
16 serve on them.

17 If someone here might like to serve on  
18 more than one subcommittee, fine, but, first, let's get  
19 the issue on whether or not we should have  
20 subcommittees. Any comments from any members of the  
21 Committee on the five areas that I've mentioned? Do  
22 you approve of establishing these subcommittees?

23 MRS. RATTLEY: I so move.

1 MR. BOSTIC: Second.

2 MRS. ZEAVIN: Second.

3 MR. BOSTIC: It has been moved and  
4 properly seconded that we have five subcommittees on  
5 housing, voting, education, employment, and  
6 administration of justice. Any comments or questions?

7 (No response).

8 (Motion duly made and seconded was put  
9 to a vote and carried unanimously).

10 MR. BOSTIC: The Committee we have  
11 suggested here, the administration of justice  
12 subcommittee will be Mr. Charles Krumbain and Ms.  
13 Naomi Zeavin.

14 The education subcommittee will be Mr.  
15 Carlyle Ring and Dr. Dao This Hoi.

16 The housing committee will be Ms. Jessie  
17 Rattley, Dr. James Holley and Mr. Timothy O'Rourke.

18 The voting rights subcommittee will be  
19 Mr. Timothy O'Rourke and Mr. Curtis Harris.

20 The employment subcommittee will be  
21 Jeffrey Norris and Benjamin Bostic.

22 Now, unless there is—there is Mr.  
23 O'Rourke. Thank you very much. It's nice to see you,

1 sir.

2                   Unless there is an objection, I would  
3 like to appoint the following persons to chair these  
4 subcommittees. For administration of justice, I would  
5 like Mrs. Naomi Zeavin to chair that committee.

6                   For education I would like for Mr.  
7 Carlyle Ring to chair that committee.

8                   For housing, I would like for Ms. Jessie  
9 Rattley to chair that committee.

10                   For voting, I would ask Mr. Timothy  
11 O'Rourke to chair that committee.

12                   For employment Mr. Jeffrey Norris.

13                   Any objections on the chairs that I've  
14 mentioned? Do you object to serving as chair of the  
15 committee you've been asked to serve as on? Is that  
16 all right with you?

17                   (No response).

18                   Hearing none, you are the chairs of the  
19 committees that I have just named.

20                   In Leesburg, the members of the Advisory  
21 Committee indicated an interest in holding meetings  
22 such as the one that we're holding here today in  
23 various parts of the state. There was also some

1 mention about the possibility of planning a statewide  
2 conference sometime after the first of the year. If we  
3 hold several more meetings before the end of October,  
4 this would enable us to gather sufficient data to plan  
5 for a possible statewide conference after the first of  
6 the year. However, we would need some lead time in  
7 order to conduct such a conference. Of course, we also  
8 need some money, and anything that we plan would be  
9 contingent upon enough money in the Mid-Atlantic  
10 Regional Office budget for us to carry it out.

11 In reviewing my calendar, the only day  
12 in September which I can meet is September 30th. In  
13 October the only days I have available are October 30  
14 and October 31st.

15 Now, I realize that perhaps this  
16 information might come to you somewhat on short notice  
17 but I believe we did mention this in a communication  
18 sent to you, and I wondered if any of you have had a  
19 chance to look at your calendars to clear and see if  
20 the September 30th date is a date that's appropriate  
21 for our next meeting or and then, of course, October 30  
22 and 31st for the second meeting after today. So any  
23 one have a conflict with a September 30th date?

1 DR. HOI: I do.

2 MR. BOSTIC: Anyone else? I don't  
3 know about Mr. Ring or Mr. Reston. Since we have not  
4 chosen the location of that September 30th meeting,  
5 since we have just one person who has indicated she  
6 cannot be there, we will tentatively go ahead and set  
7 the next meeting with September 30th with a site to be  
8 chosen. We had talked about another region, perhaps in  
9 the Roanoke area but we will get back to you and let  
10 you know where the meeting will be held but tentatively  
11 now it will be scheduled for September 30th.

12 Does anyone have any objection to the  
13 meeting of October 30 or 31st, which date is best for  
14 you?

15 DR. HOI: The 31st is better for me.

16 MR. BOSTIC: 31st.

17 MRS. HOFFMAN: We can come in costume.

18 MR. BOSTIC: Very good. Halloween. Is  
19 the 31st then agreeable to the other members of the  
20 Committee as far as you know now?

21 MRS. RATTLEY: Excuse me. Let's go back  
22 to September 30th. What time of day are you thinking?  
23 We will be having council meeting that evening. I

1 slipped that when you passed by because, normally, it  
2 would be on Tuesday but we had canceled the one for the  
3 24th where VML will be in Roanoke, so we're making that  
4 up on the 30th.

5 MR. BOSTIC: Wanda, had you given any  
6 thought about the time?

7 MRS. HOFFMAN: No. I think it should--  
8 you say you have a meeting in the afternoon or the  
9 evening?

10 MRS. RATTLEY: In the evening.

11 MRS. HOFFMAN: If it's going to be in  
12 Roanoke, or a place like that, I think it probably  
13 would go into the evening because in terms of getting  
14 their early, I just don't see all of us getting there  
15 real early in the morning unless some dedicated souls  
16 would like to gets up around 4:00 or 5:00 o'clock.

17 MR. BOSTIC: Had you given any thought  
18 to the possible site of the October meeting.

19 MRS. HOFFMAN: Richmond.

20 MR. BINKLEY: Danville. We had given  
21 some thought and I would like to have something in the  
22 southern part of the state.

23 MR. BOSTIC: Would it be appropriate--



1 Danville is closer to you, Ms. Rattley.

2 MRS. HOFFMAN: The September meeting can  
3 be in Danville, too. There is no set place. It's for  
4 the--we want to meet in a different part of the state,  
5 that's the main thing.

6 MR. BOSTIC: Okay. The September 30th  
7 meeting in terms of the time element, if we were to  
8 hold it in the afternoon say at 1:00 o'clock in  
9 Danville, would that give you enough time to get back  
10 to your evening meeting?

11 MRS. RATTLEY: Should be if I can get a  
12 flight out of there. I wouldn't be able to drive it.

13 MR. BOSTIC: What is your consensus on  
14 this? Should we hold the meeting in Danville or in  
15 Roanoke for September 30th? Any opinions?

16 MR. KRUMBEIN: I'm a realist. If you  
17 have it on September 30th in either Roanoke or  
18 Danville, Ms. Rattley is not going to be there because  
19 it is going to be impossible for you to get back to  
20 your meeting. Danville is a wonderful town but I'm  
21 certain they've got limited air service. It's not New  
22 York City. I'm a realist.

23 MR. BINKLEY: My concern is whether it

1 is in Danville or Richmond is not so much the  
2 convenience as what the issues are and where we have  
3 been in the past and who would turn out and talk with  
4 us an inform us of the issues. Now whether that  
5 becomes an impractical matter is another facet of the  
6 information that has to go into the decision. That was  
7 my only concern.

8           The Committee has not been in the full  
9 southern part of the state or the west or southwest for  
10 many years as I understand it, and part of these tours  
11 are to acquaint people with the Committee and the  
12 Committee to get acquainted with the people and the  
13 issues. That was the basis, plus the need to get it  
14 done in time for you to have input to report to that  
15 study committee on the state law.

16           MR. BOSTIC: That's right. Reflecting  
17 on your comments, Mr. Krumbein, in terms of being a  
18 realist—

19           MR. KRUMBEIN: I can be at either one.

20           MR. BOSTIC: You think that air service  
21 to Roanoke might be more frequent than perhaps  
22 Danville for Ms. Rattley if she were able to attend?

23           MR. KRUMBEIN: If I had to make a

1 guess, that's what I would believe.

2 MR. BOSTIC: What hour had you thought  
3 about starting, Wanda, for the meeting? Could we start  
4 earlier?

5 MRS. HOFFMAN: Yes. We could do as  
6 we're doing here, that would allow people until about  
7 noon to arrive in Roanoke and then we could meet later.

8 MR. BOSTIC: Meet at 1:00 o'clock and  
9 until 6:00 o'clock?

10 MRS. HOFFMAN: Something of that nature.

11 MR. BOSTIC: Okay. And you would  
12 arrange your schedule accordingly, Ms. Rattley, even  
13 if you had to leave that but you would possibly be  
14 with us on the 30th?

15 MRS. RATTLEY: Only if I could get a  
16 plane out of Roanoke because driving to Roanoke is five  
17 and-a-half hours to Newport News.

18 MR. BINKLEY: Are you available the  
19 evening of the 29th?

20 MR. BOSTIC: Yes.

21 MR. BINKLEY: Is it possible to giving  
22 this time we can convene Sunday evening, have an all-  
23 day meeting? Is there anything wrong with starting at

1 9:00 o'clock in the morning and Ms. Rattley could  
2 attend that particular one and probably be home in time  
3 for the evening meeting, having attended most of the  
4 meeting, assuming people are willing to travel and put  
5 a night in? If you go to Roanoke or Danville, I think  
6 we have to be prepared to do that anyway.

7 MR. BOSTIC: That's fine, I'm available  
8 Sunday evening, the 29th. Would that be agreeable to  
9 the other members of the Committee? What time would we  
10 want to convene Sunday evening?

11 MR. BINKLEY: Just get there.

12 MR. BOSTIC: All right, just arrive  
13 there and start Monday morning. I think we'll resolve  
14 that.

15 The 31st of October I think Dr. Hoi  
16 suggested. Is that a conflict for other members of  
17 the Committee? That happens to be on a Thursday. That  
18 would be in Danville.

19 (No response).

20 Hearing no comments, then we would  
21 schedule a meeting for Danville on Thursday October  
22 31st; the time has not been selected. Would you  
23 recommend that we set the time now, Wanda?

1 MRS. HOFFMAN: No.

2 MR. BOSTIC: We'll get that later. At  
3 least we have the date. At these meetings then we will  
4 be planning our schedule and activities for the first  
5 of the year. Before we begin our 2:30 forum I would  
6 like for the Mid-Atlantic staff to briefly describe the  
7 role of the Advisory Committee members and panelists  
8 and then at the conclusion of those remarks we will  
9 take a brief break. Wanda?

10 MRS. HOFFMAN: We're going to break in  
11 about five minutes so that we can clear the table up  
12 here. The panelists will be coming to the front so  
13 that they may use the microphones and perhaps you can  
14 more easily see and hear them, and members of the  
15 Advisory Committee will be sitting out where you are  
16 now.

17 The format for the forums will be that  
18 we will have certain resource persons address the topic  
19 of the panel and then they may or may not have  
20 questions for members of the Advisory Committee.  
21 Following that, we will take questions from the  
22 audience as time permits. If anyone has information  
23 that they would like to get to the Advisory Committee

1 and they don't have an opportunity to do so during  
2 today's meeting, we would ask that you please submit  
3 this information to the Mid-Atlantic Regional Office.  
4 Thank you. So if there are no other comments from  
5 members of the Committee, we will now break for just  
6 a few minutes only.

7 (Business meeting adjourned at 2:40 p.m.)

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