



MINNESOTA HISTORICAL SOCIETY
Minnesota State Archives

HUMAN RIGHTS DEPARTMENT State Commission Against Discrimination

An Inventory of Its Records

OVERVIEW OF THE RECORDS

- Agency:** Minnesota. State Commission Against Discrimination
- Series Title:** Records of the State Commission Against Discrimination
- Dates:** 1951-1967.
- Abstract:** Files of the commission (1961-1967); of its predecessor, the Fair Employment Practices Commission (1955-1961); and of the Minnesota Council for Fair Employment on Merit (1951-1953) and the Minnesota Council for Fair Employment Practices (1954-1955), both of which promoted the passage of a fair employment practices bill.
- Quantity:** 3.5 cu. ft. (3 boxes and 1 partial box).
- Location:** See Detailed Description section for box locations.

ADMINISTRATIVE HISTORY OF THE STATE COMMISSION AGAINST DISCRIMINATION

The Fair Employment Practices Commission, created in 1955 (Laws 1955 c516), became the State Commission Against Discrimination in 1961 when its jurisdiction was amended to include fair housing practices (Laws 1961 c428).

The Fair Employment Practices Commission (FEPC) consisted of nine members, one from each congressional district, appointed by the governor with the advice and consent of the senate. The commissioners' terms were set at five years, and at least one of the members had to be a lawyer. The commission's chairman was designated by the governor and the executive director was chosen by the commission.

The duty of the FEPC was to formulate policies to put the Fair Employment Practices Act (Laws 1955 c516) into effect. The commission was given the power to employ attorneys; to issue, receive, and investigate complaints alleging discrimination in employment because of race, creed, color, or national origin; to subpoena witnesses, administer oaths, and take testimony relating to discrimination complaints; and to conduct research on discriminatory employment practices.

If a complaint of employment discrimination could not be resolved through education, conference, conciliation, and persuasion, the governor was empowered to set up a three-member board of review drawn from a panel of twelve members previously appointed by the governor. The board held public hearings and rendered a decision that could be enforced by, or appealed to, the state district court.

In 1961, when the FEPC was succeeded by the State Commission Against Discrimination (SCAD), the new commission was given jurisdiction over housing discrimination complaints. The organization and other duties of the commission remained essentially the same. In 1967 the Human Rights Department succeeded the commission (Laws 1967 c897).

Commission chairmen: Mrs. Eugenie Anderson, 1955-1961; William Cratic, 1961-1965; Kennon V. Rothchild, 1965-1967.

Executive Directors: Wilfred C. Leland, 1955-1963; James C. McDonald, 1963-1965; Walter S. Warfield, 1965; Viola May Kanatz, 1965-1967.

SCOPE AND CONTENTS OF THE RECORDS

The files of the Minnesota Council for Fair Employment on Merit document an attempt to pass a fair employment on merit bill in 1953. The Minnesota Council for Fair Employment Practices (MCFEP) files cover efforts to promote the fair employment practices bill that passed into law in 1955 and created the Fair Employment Practices Commission (FEPC). Both sets of files contain minutes, agendas, correspondence, copies of the bills, testimony, and summaries of the bills' progress. The MCFEP files also include a history of the legislation, beginning in 1947, and proposed FEPC budgets.

The FEPC/State Commission Against Discrimination (SCAD) files include annual reports (1956-1966), minutes (1955-1967), inaugural dinner meeting materials (1956), commissioner's files (1955-1967), press releases (1956-1966), discrimination case summaries (1963-1967), monthly staff reports (1965-1967), subject files (1955-1967), and projects and studies files (1956-1967). The subject files include biennial budget data, field reports and itineraries, media announcements, and information on state contract compliance, citizens' committees, local human rights commissions, cooperative agreements, and work programs. The projects and studies include data on airlines employment, fair housing compliance, and insurance companies surveys, realtors and retail credit unions studies, and work with the Governor's Human Rights Commission.

ORGANIZATION OF THE RECORDS

These records are organized into the following sections:

Minutes, 1955-1967.

Minnesota Council for Fair Employment on Merit files, 1951-1953.

Minnesota Council for Fair Employment Practices files, 1954-1955.

Fair Employment Practices Commission/State Commission Against Discrimination files, 1956-1967.

RELATED MATERIALS

The annual and biennial reports of the Human Rights Department (cataloged separately) include those of the Fair Employment Practices Commission and the State Commission Against Discrimination. The Department's newspaper clippings (cataloged separately) also include clippings pertaining to its predecessors. Additional information may be found in the general records of the Department.

INDEX TERMS

These records are indexed under the following headings in the catalog of the Minnesota Historical Society. Researchers desiring materials about related topics, persons or places should search the catalog using these headings.

Topics:

Airlines--Minnesota--Employees.
Citizens' advisory committees--Minnesota.
Civil rights--Minnesota.
Credit unions--Minnesota.
Discrimination in employment--Minnesota.
Discrimination in housing--Minnesota.
Discrimination in insurance--Minnesota.
Discrimination--Law and legislation--Minnesota.
Minnesota. Fair Employment Practices Act.
Protecting.
Real estate agents--Minnesota.

Persons:

Anderson, Eugenie Moore, 1909-.
Cratic, William E.
Kanatz, Viola May.
Leland, Wilfred C., d.1986.
McDonald, James C.
Rothchild, Kennon V.
Warfield, Walter S.

Organizations:

Minnesota Council for Fair Employment on Merit.
Minnesota Council for Fair Employment Practices.
Minnesota. Dept. of Human Rights.
Minnesota. Fair Employment Practices Commission.
Minnesota. Governor's Human Rights Commission.

Types of Documents:

Bills (legislative records).
Press releases.
Testimony.

ADMINISTRATIVE INFORMATION

Preferred Citation:

[Indicate the cited item and folder title here]. State Commission Against Discrimination.
[Section. Section subdivision, if any]. Minnesota Historical Society. State Archives.
See the Chicago Manual of Style for additional examples.

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RLIN ID No.: MNHVE0033-A (history); MNHV1249-A (records); MNHV1248-A
(minutes)

DETAILED DESCRIPTION OF THE RECORDS

Note to Researchers: To request materials, please note both the location and box numbers shown below.

Minutes, 1955-1967. 1.0 cu. ft. (1 box)

The minutes deal with discrimination complaints, commissioners' speaking engagements, local commissions against discrimination, personnel matters, budgets, and other administrative concerns. Accompanying case files cover the discrimination complaints investigated by the commission. There is also one file of memoranda to commission members from the executive director, and an index that covers the majority of the minutes.

Location	Box	
115.C.6.2F	---	Index to minutes, agendas, and exhibits, September 1955-June 1958, September 1959-May 1964. 1955. 5 folders. 1956. 12 folders. 1957, January - May. 5 folders. 1957 July - 1958 June. 1 folder. 1958 June - 1959 June. 1 folder. 1959 July - 1960 May. 1 folder. 1960 July - 1961 June. 1 folder. 1961 August - 1962 June. 1 folder. 1962 June - 1963 June. 1 folder. 1963 July - November. 1 folder. 1964. 5 folders. 1965. 8 folders. 1966. 10 folders. 1967. 5 folders. Memorandum to commission members, 1964-1967. From executive director; may duplicate materials in the minutes files above.

Minnesota Council for Fair Employment on Merit (MCFEM) files, 1951-1953

Location	Box	
115.C.6.3B	1	<p>Information on appropriation for other states' FEPC, 1951. Executive Board meeting, December 9, 1952. Agenda, minutes, and notes.</p> <p>Organizational meeting, December 10, 1952. Agenda, minutes, attendees list, and notes. Officially changed from Minnesota Council for Fair Employment Practices, which had sponsored a Fair Employment Practices bill in 1951, to MCFEM, which sponsored an Employment on Merit bill in 1953.</p> <p>Staff meeting, December 10, 1952. Agenda and notes.</p> <p>Letter to member and cooperating organizations, December 31, 1952. "How Valid Are the Arguments Against FEPC Legislation," League of Women Voters, 1952.</p> <p>Digest of Employment on Merit bill, 1952-1953. By E. F. Waite, December 30, 1952; February 4, 1953.</p> <p>Correspondence - general, 1951-1953. Correspondence - financial, 1951-1953. Correspondence with member and cooperating organizations, 1952-1953. Difference between 1951/1953 bills, January 14, 1953. Employment on Merit bill introduced, January 17, 1953. For support - organizations to be contacted, January 22, 1953. Letter and lists.</p> <p>Newsletter, February-March 1953. Executive Board meeting, February 4, 1953. Agenda and notes.</p> <p>Forbes bill, February 10, 1953. House bill.</p> <p>Testimony before Senate Judiciary Committee, February 17, 1953. By MCFEM chair, George Jensen.</p> <p>Minnesota Poll and editorial, February 22-23, 1953. In Minneapolis Morning Tribune; "There Is A Problem."</p> <p>Testimony before House Labor Committee, February 24, 1953. By MCFEM chair, George Jensen.</p>

Location	Box	
115.C.6.3B	1	Summary of action taken, March 8, 1953. By MCFEM and Executive Board. Revisions in bill, March 10, 1953. For support - individuals to be contacted, April 3, 1953. Letter and lists. Letters of appreciation for '53 campaign, May-July 1953. To senators and representatives. NAIRO Conference, September 1953. House Appropriations Committee, 1953. House - Representatives and committees, 1953. Informational materials, 1953. Senate - Senators and committees, 1953. "Suggestions on Procedures," Harold A. Lett, 1953.

Minnesota Council for Fair Employment Practices (MCFEP) files, 1954-1955:

Location	Box	
115.C.6.3B	1	Initial meetings, April 15, 1954. MCFEP and NAACP. Organizational meeting, May 8, 1954. Dissolved the MCFEM and formed the MCFEP, which sponsored Fair Employment Practices legislation in 1955. Meeting, May 22, 1954. Past officers and historical materials, 1954-1955. Covers history of attempted fair employment practices legislation beginning in 1947. Correspondence, May 1954-September 1955. Action by House, 1954-1955. Action by Senate, 1954-1955. "Why Employers Should Support Proposed Minnesota Fair Employment Practices Bill," ca. 1955. Correspondence with business leaders, February 1955. Lobbyist workshop, February 10, 1955. Sponsored by the Council and League of Women Voters. Bill as introduced, February 14 and 16, 1955. House File 778, February 14; Senate File 772, February 16.

Location	Box	
115.C.6.3B	1	House Labor Committee, February 24, 1955. Includes summary of hearing. Deinard (Amos S.) testimony, February 24, 1955. Before House Labor Committee Summary of bill, February-March, 1955. Digest of bill by E. F. Waite and A. S. Deinard. Otto F. Christensen testimony and answers to his testimony, March 2 and 8, 1955. Before House Labor Committee Answers to Gordon Forbes testimony, March 8, 1955. Testimony before House Labor Committee, March 2. Testimony of Judson Bemis, March 9, 1955. Before Senate Judiciary Committee "A Good FEPC Bill," March 8, 1955. Minneapolis Morning Tribune editorial. "Legislature Passes; Gov. Signs FEPC Bill," April 22, 1955. St. Paul Recorder article. Recommendations of nominees for Fair Employment Practices Commission (FEPC) and Board of Review, May-June 1955. House Civil Administration Committee, 1955. Vote tallies. House Appropriations Committee, 1955. Regarding proposed FEPC budget. Senate Financial Committee, 1955. Regarding proposed FEPC budget. Senate Judiciary Committee, 1955.

**Fair Employment Practices Commission (FEPC)/State Commission Against
Discrimination (SCAD) files, 1956-1967:**

Location	Box	
115.C.6.3B	1	Annual reports, 1956-1966. 9 folders. Inaugural dinner meeting, September 27, 1956. Invitations, Correspondence, clippings, speeches, and attendee lists. Board of Review appointments, 1955-1964. Address lists, undated. Appointments, 1958-1965. Correspondence, 1961-1967.

Location	Box	
115.C.6.4F	2	Commission member files: Anderson, Eugenie, 1955-1960. Bemis, Judson, 1956-1961. Evans, John W., 1961-1963. Franke, Donald T., 1964. Goodman, Arthur N., 1963-1964. Gibbs, Jr., Donald L., 1959-1965. Kramer, Frederick F., 1960-1965. Muff, Katharine E., 1963-1966. Rothchild, Kennon V., 1963-1966. Salchert, John J., 1966. Shapiro, Max A., 1962-1966. Discrimination case summaries, 1963-1967. 3 folders. Includes summary of discrimination complaints, summary of facts, and recommendations by the Commissioner. Journal of cases, 1955-1964. Includes case statistics. Monthly reports of staff activities, 1965-1967. 3 folders. Press releases, 1956-1966. 10 folders. Subject files, 1955-1967. 19 folders. Brochures, 1960s. Bus cards, 1956. Citizens' committees, 1957-1963. Cooperative agreements, 1956-1966. Employer's state of FEP instructions to supervisors, 1961. Estimates and information for biennial budgets, 1956-1964. Field reports and itineraries, 1961-1964. General Correspondence, 1963-1966. Governor's civil rights messages, 1963-1966.

Location	Box	
115.C.6.4F	2	Joint Committee for Equal Opportunity, 1960-1966. Local Human Rights Commissions, 1957-1963. Minneapolis - Interfaith Housing Program, 1959-1964. Minneapolis - Mayor's Commission on Human Relations, 1963-1967. Office memoranda, 1963-1966. President's Committee on Government Contracts - pamphlets, etc., 1956-1960. St. Paul Fair Housing Pledge Committee, 1962-1965. Spot media announcements, 1957-1966. State contract compliance, 1960-1967. Work programs, 1955-1961. 3 folders.

Location	Box	
127.L.12.8F	3	Projects and Studies, 1956-1967: Airlines employment survey, 1965-1966. Apartment building survey, 1963. Beauty shop survey, Duluth, 1965. Educational survey, 1966. Employment agencies, 1962. Employment housing analysis, Duluth, 1964. Employment policy survey and educational programs, 1963. Employment survey, Minnesota Advisory Committee, 1961. Equal Employment Opportunities Conference, 1966. Fair housing compliance survey, 1965-1966. Governor's Human Rights Commission information, 1956-1966. Insurance company surveys, 1964-1967. Minneapolis public golf clubs, 1965-1967. Mortgage companies, 1966. Pattern study realtors, 1965-1966. Public accommodations compliance survey, 1966. Retail credit union, 1963-1966. Roller rink survey, 1966. St. Paul Gold Clubs, 1966-1967. State government employment survey, 1960.