

THE HUMANITARIAN

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SPECIAL POINTS OF INTEREST:

- **HCRA 2007 Founders Golf Tournament**
- **Governor Corzine's Priority 5 Initiative**
- **Jewish religion and ancestry discrimination**
- **HCRA Apprenticeship Program**
- **Women's History Month**

2007 FOUNDERS GOLF TOURNAMENT

The Human & Civil Rights Association of New Jersey (HCRA) will hold its first **Founders Golf Tournament** on June 21, 2007 at Suneagles Golf Course in Eatontown (Ft Monmouth), New Jersey. The fundraiser supports the **Rev. Dr. Robert Woods, Sr. Scholarship, Internship & Apprenticeship Program**.

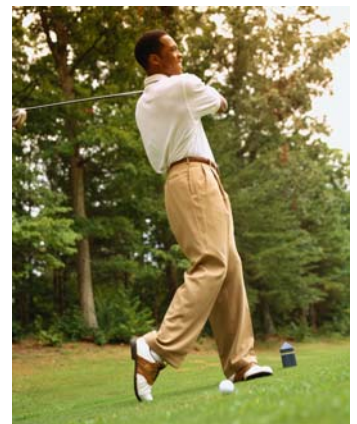
Named in honor of one of its founders, the awards program will provide support for undergraduate or graduate education, professional experience for students in the field of human and civil rights, as well as support for small business owners to work with larger companies and learn to compete for business contracts.

More than 17 million students met the grade for college admissions in 2004 [NCES 2004], and most needed financial support. Very few of these students had opportunities to work side-by-side with profes-

sionals in their field for hands on experience as interns. On another level, the federal government purchased \$314 billion worth of goods and services from businesses large and small. Small disadvantaged businesses received only 3% of those contracts and historically disadvantaged businesses (HUBs) received just 1.9% [SBA 6/21/06].

Suneagles Golf Course is one of our nation's premiere military courses and the classical ambience and prestige of this facility are well known hallmarks of the installation.

Amateurs, pros, first-timers are invited to play, laugh, and eat together and win prizes too! Although golf is the main attraction, there are competitive games for non-golfers such as tennis, cards (bridge, pinochle, poker, etc.), and business to business networking. Everyone is welcome!



HCRA Founders Golf Tournament. Thursday, June 21, 2007. 10:00 AM Shot Gun.

Details

Golf Tournament
<http://hcra.homestead.com>

Suneagles Golf Course
www.fortmonmouthmwr.com/recreation/suneagles/

HCRA DISPARITY STUDY WHITE PAPER

In June 2006, HCRA made its Recommendations for Business Performance Management in regard to the findings of the NJ disparity study by MGT of America Inc. in June 2005.

HCRA believes that their white paper submitted to the Governor's Office along with submissions and testimonies by others, resulted in this issue becoming one of the Governor's Initiatives, **Priority 5: Encourage**

entrepreneurship and the growth of small, minority-owned, and women-owned businesses.

HCRA's paper referred to the state's procurement set-aside goals and measures for M/WBEs based on its 1993 disparity study and the court injunction challenging their appropriateness. Then, HCRA referenced MGT's findings that there was substantial disparity

in the utilization of M/WBEs pre- and post the court injunction. HCRA's conclusion even with the study findings, no information existed indicating that New Jersey had an interest and/or had actively initiated steps to resolve its disparate practices in regard to M/WBEs.

It is HCRA's hope that Governor Corzine's Priority 5 Initiative will address this disparity.

PRESIDENT'S MESSAGE

After 34 years the Human and Civil Rights Association is launching its inaugural newsletter, *The Humanitarian*. We are following in the tracks of those who fought for their human rights of "simply to be." It is inspiring to be alive in a young United States of America that is still experimenting in the western concept of democracy.

The wheels of justice oftentimes churns very slowly through our judicial system of civil rights amendments, especially while or in pursuit of human rights. Two recent events reiterate this fact.

On March 29, 2007, the

332nd Airborne Division, better known as the Tuskegee Airmen received the Congressional Gold Medal from President Bush and Nancy Pelosi, speaker of the U. S. House of Representatives. More than 300 aviators of these African-American pilots, who graduated from the Tuskegee Army Air Field, attended the event.

From 1942 through 1946, approximately nine hundred and ninety-four African-Americans participated in a "military experiment." They were trained as America's first black pilots. Each endured the challenge of racism within the segregated

Air Force that seems to continue forever as it lives in hallowed memory. They painted their bombardier planes tail section red and became famous during World War II under heavy and continuous attacks.

When Henry Ossian Flipper the first Black graduate and America's first Black officer to graduate from West Point had a bust erected of him at West Point, along with the granting an annual award in his name, the process had taken very long. He was born a slave in 1856 and died in 1940. In 1976 his descen-

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RELIGIOUS BIAS: NELA/NJ POSITION PAPER

A decision that is potentially devastating to New Jersey's long tradition of eliminating workplace discrimination was the beginning line of the Nela-NJ published position paper on the February 2, 2007 Superior Court of NJ Appellate Division decision in Cutler v. Dorn.

Jason Cutler filed a lawsuit against the Haddonfield, New Jersey Police Department alleging a severe or pervasive pattern of discrimination based upon his Jewish religion and ancestry. The jury found the Police Department

liable.

However, the Appellate Division reversed the jury verdict relying upon a previous case where anti-Semitic actions were similarly dismissed [*Heitzman v. Monmouth Co.*, 321 N.J. Super. 133 (App. Div. 1999)].

The Appellate Court determined, *Given the totality of the circumstances, the comments and pranks were sporadic and not sufficiently severe or pervasive to create a hostile work environment under the LAD. The totality of the conduct here, consid-*

ered in the context in which it occurred, was less egregious than that in Heitzman.

NELA-NJ is alarmed that although the Heitzman case has been used against numerous other protected classes, none on facts as egregious as Cutler; *The Court singled out a particular ethnic group for differential treatment under the law; the Court has taken the weighing of such evidence out of the traditional control of the jury, and that one of the public faces of our government, the*

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The totality of the conduct based on his Jewish religion and ancestry was less egregious than in Heitzman.

HUMAN RIGHTS ACTIVISTS

Individuals around the world believe in a policy of definite energetic action to eliminate inhumane conduct and unite to effect this goal through political ends. Just a few of these organizations are:

American Civil Liberties Union (ACLU). Our nation's guardian of liberty, working daily in court, legislatures and communities to defend and preserve the individual

rights and liberties guaranteed to all people in this country by the Constitution and laws of the U.S.

Amnesty International. A worldwide movement to speak out for human rights and demand that violations stop such as women, men and children targeted in armed conflicts and other courageous individuals languishing in jail for expressing their views.

Human & Civil Rights Association of New Jersey. Established in 1973 as a means of coordinating activities among municipal, state and federal human and civil rights agencies and has evolved to include over eighty groups from both the public and private sectors in the elimination and prevention of discrimination

NJ Division of Criminal Justice Office of Bias Crime & .

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CELEBRATING WOMEN'S HISTORY MONTH

Throughout U.S. history, women of every race and class have made contributions that have helped to shape and strengthen the country. In 1987, Congress declared the month of March Women's History Month to recognize these contributions and to promote the teaching of women's history. In observance of this annual event, **CNN Student News** presents a web special on the unique contributions of American women. [<http://cnnstudentnews.cnn.com>]

The U.S. Census Bureau **Facts for Features** shares the following

2002-03 statistics for Women's History Month:

- 147.8 million females in the U.S. as of July 1.
- \$30,724 median annual earnings of women ages 15 and older (full time, year-round), the first annual decline since 1995.
- 31% of women ages 25 to 29 years who attained bachelor's degree or higher, exceeded men in this age range by 26%.
- Women earn 76 cents for every \$1 their male counterparts earn [down from 77 cents in 2002.
- 215,243 active duty women in the military.
- 1.7 million military veterans are women.
- Women will earn 57 percent of the bachelor's and 58 percent of the master's degrees awarded 2004-05.
- 60% of women vs. 74 percent of men participated in the workforce in 2003.
- 54% of unmarried and single Americans are women.

[Http://www.census.gov](http://www.census.gov)



Women's History Month Poster available at DiversityStore.com.

REV. WOODS APPRENTICESHIP PROGRAM

The Rev. Dr. Robert Woods Sr. Apprenticeship Program was designed by the immediate past President of HCRA Ernest Williams to provide on-the-job training for minority-owned, women-owned, or disadvantaged small business entrepreneurs to compete for and successfully complete contractual negotiations and contracts.

The Program takes the role of facilitator and steers small business owners to resources for programs such as business start-ups, management training techniques, and loan sources. Resources include:

- Rutgers University Project Cost Estimating

Courses (Newark Campus).

- On-line training program for small business owners (in design stage)
- Greater Newark Business Development Consortium (GNBOC) Loan Committee
- GNBDC Youth (18 to 30) entrepreneur program for start-up businesses.
- Pairing small business owners with major contractors to learn contracting techniques.
- Partnering with large contractors for bids.

The federal government purchased \$314 billion worth of goods and services from

businesses large and small. Small disadvantaged businesses received only 3% of those contracts and historically disadvantaged businesses (HUBs) received just 1.9% [SBA 6/21/06].

There have been and are many training programs for small businesses selling products, services, and construction skills sponsored by companies in the public and private sectors. HCRA plans to assist businesses on to the next step – applying their training and knowledge towards successful business ventures. HCRA will also encourage business networking for contract opportunities.

Entrepreneurial efforts towards successful business ventures and networking for contract opportunities.

HUMAN RIGHTS ACTIVISTS (CONTINUED FROM PAGE 2)

Community Relations. Dedicated to the elimination of crimes motivated by animosity towards others based on their race, color, religion, sexual orientation, ethnicity, gender or disability. It assists law enforcement throughout the state in the investigation and prosecution of incidents

and facilitates training for police in bias crime investigation, cultural diversity awareness and conflict resolution.

New Jersey Human Relations Council. Created in 1997 under the NJ Department of education to promote prejudice reduction education and address bias problems.

Office of the High Commissioner for Human Rights. Works to keep to the forefront the United Nations vision of a world in which human rights of all are fully respected and enjoyed in conditions of global peace.



We're on the web!

<http://hcra.homestead.com>

HUMAN & CIVIL RIGHTS ASSOCIATION OF NJ

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The Human and Civil Rights Association of New Jersey was first established in 1973 as a means of coordinating activities among municipal, state and federal human and civil rights agencies. It has since grown to include over eighty groups from the public and private sectors that are involved in the elimination and prevention of discrimination. Formal and informal programs are conducted to eradicate bias based on race, creed, color, national origin, ancestry, age, sex, marital status or physical or mental handicap.

PRESIDENT'S MESSAGE (CONTINUED FROM PAGE 2)

dants applied to the Army Board for the Correction of Records to begin the process of clearing his name. His dishonorable discharge was based on "missing money from the Commissary." This allegation was expunged from his records and signed by President Clinton on February 19, 1999. An annual award in Mr. Flipper's name is presented to graduating cadets of West Point exhibiting leadership, self-discipline and perseverance in the face of unusual difficulties.

Each of the 51 States of the union has its own laws, rules and regulations that

overlay federal laws. Interestingly, on July 4, 1806, the state of New Jersey abolished slavery, making it the last northern state to do so.

The **NJ Law Against Discrimination** makes it unlawful to subject people to differential treatment based on race, creed, color, national origin, nationality, ancestry, age, sex, (including pregnancy) familial status, marital status, domestic partnership status, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information, liability

for military service and mental or physical disability, perceived disability and AIDS and HIV status. The **LAD** prohibits unlawful discrimination in employment, housing, places of public accommodation, credit and business contracts.

It is with pride that we launch our first Journal and dedicate it to one of HCRA's Founders, Rev. Dr. Robert Woods Sr., who expired in 2006 leaving us with qualities of past heroes and heroines to go forth and meet the challenge of **Human and Civil Rights**.

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RELIGIOUS BIAS (CONTINUED FROM PAGE 2)

local police department, will be sent the wrong message about discrimination in its workplace...

NELA-NJ believes the case must be reviewed and reversed by the Supreme Court, lest the Law Against Discrimination will cease to be the powerful weapon against discrimination that

all New Jersey citizens have been so proud to call the vanguard in the fight against the cancer of discrimination.

NELA-NJ is the New Jersey state affiliate of the National Employment Lawyers Association. It is a state-wide organization of attorneys who solely or

primarily represent individuals in employment-related matters who are committed to protecting and expanding the legal rights and opportunities of working women and men through litigation, education and advocacy. [<http://www.nelanj.org>]

