

THE HUMANITARIAN

WINTER 2008

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SPECIAL POINTS OF INTEREST

- Health insurance for children.
- Procurement equity and employment opportunity in New Jersey.
- The history of human rights covers thousands of years.

FAMILY CARE & HEALTH CARE FOR CHILDREN IN NJ

Governor Jon S. Corzine signed progressive legislation expanding New Jersey Family Care and establishing mandates for health care coverage for all children on July 7 2008.

Overall, the bill achieves several broad goals. First, it expands NJ FamilyCare to include more low income parents. Second, it mandates that all children in the State have health care coverage through public or private means. Third, it increases affordability and stabilizes enrollment by individuals and small businesses. And fourth, it changes eligibility criteria, terms, and administration of continued dependent coverage for dependents 30 years of age or younger.

New Jersey's FamilyCare program began as NJ KidCare in 1998 and expanded and renamed NJ FamilyCare in 2000. Presently, parents in families of four must have incomes below 133 percent of the Federal Poverty Level to qualify or \$28,196. There are more than 221,000 NJ children

and adults covered (124,000 children and 97,000 adults).

By expanding the program, it is anticipated that an additional 56,768 parents will be covered by the end of fiscal year 2011. During the same timeframe, it is anticipated that an additional 17,149 children will become enrolled in the program.

This new policy will not only save the state money, it will save lives by ensuring health problems are treated before they can grow into life-threatening illnesses.

Biologist and author David Werner addressed the Global Assembly on "Human Right to Health" in 2001 stating "poverty and powerlessness were the underlying causes of poor health and early death."

According to a new report that Milken Institute has released, "An Unhealthy America: The Economic Burden of Chronic Disease," the seven most common diseases that are not only affecting the health of Americans but the American economy as well are cancer,

diabetes, hypertension, stroke, heart disease, pulmonary conditions, and mental illness. The report also lists obesity as a major chronic illness that we have the most control in preventing. According to the study, eighty percent of the senior citizen population is afflicted with one or more of these diseases. [www.medhealth insurance.com]

State Children's Health Insurance Program (SCHIP) covered more than 30 million low income children in 2007 along with Medicaid and reduced the number of low income uninsured children by one-third. In January 2009, President Obama signed a Senate bill expanding SCHIP by more than \$32 billion over five years to ensure that every child in America has access to affordable health care especially during our worsening economy. The bill extends the program to an estimated 4 million additional children paying for it with a cigarette tax increase .

STATE OFFICE OF SUPPLIER DIVERSITY

The State Office of Supplier Diversity was established in January 2008 to continue New Jersey's commitment to promoting entrepreneurship and enhance equity in procurement and employment opportunity.

On July 7, 2008, Governor Jon S. Corzine celebrated the opening of the supplier diversity office, a one-stop shopping destination where small, minor-

ity and women-owned business enterprises can receive training, mentoring and information on contracting opportunities in both government and private industry.

The Office is an outgrowth of the Governor's Executive Order No. 34 creating the Division of Minority and Women Business Development and directing it to comprehensively track and

monitor State contract utilization among minority and women owned business enterprises (MWBE) — a first for New Jersey.

The Division created a reporting system from scratch. The report, which tracks activity in the last quarter of 2007, marks the first time that 100 percent of the 95 required re-

(continued on page 3)

PRESIDENT'S MESSAGE

Not everyone has a passion for truth... a type of truth that reminds one of the quest for the Golden Grail. Yet, should we examine the life of Giles Wright II, son of a Christian Methodist Episcopal minister, one might well see on a parallel basis the father figure using his oral vocabulary to suspend a sinner between heaven and damnation and the son's passion to suspend fact or fiction between truth and power.

February is known as Black History Month and thus we present the biography of Giles, a fallen pioneer whose passion was education to close the historical divide among African-Americans – a divide that has severed the threads of our commonality and made us strangers to ourselves. It seems proper this month to give a post-oration on Giles R. Wright, II's rites, which was held on Thursday, February 12, 2009. It provides a perfect time to reflect on an era and time in which he started his journey.

Some three decades ago, Giles became director of the Afro-American History Pro-

gram at the NJ Historical Commission, Department of State. It was the first such post established in the United States and Giles became one of America's most admired and public historians. Giles recorded our nation floundering in a post-civil rights era in 1970 and lived to see President Barack Obama sworn in as the 44th President of the United States this year. We all know that education was the turn key in strengthening civil rights and the winning of this election.

As an authority on African American history in New Jersey, Giles published many works. Among the most notable is *Steal Away, Steal Away: A Guide to Underground Railroad in New Jersey*. With Larry A. Greene and Lenworth Gunther, Giles wrote the script and companion teacher's guide to educational videos as curriculum resources on Paul Robeson and Fannie Lou Hamer. He also served as the principal writer for the *African American Heritage Guide to New Jersey*.

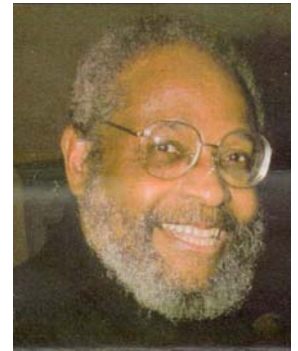
Giles was the consum-

mate modernist and scholar. He was an avid impresario of jazz, African American letters, the life and times of Marcus Garvey, and Paul Robeson. His imagination was embellished in civic dedication and as a public servant, he meticulously researched the narratives of slavery, the Underground Railroad, civil rights, immigration, and labor for illumination distinguishing New Jersey as a leader and on the forefront in these areas. As an astute collector of African art, a bibliophile, a pioneer of oral history, he popularized the bittersweet stories of the railroad to hundreds of students, parents and teachers.

Giles was a person of bold and innovative insight with an eye toward the public's interest. In the Fall of 2002, he, along with the then Secretary of State Regena Thomas, led an extraordinary and memorable event, *The Harriet Tubman and William Still Underground Railroad Walk Across New Jersey*. He had an incomparable *breath of devotion* to ensuring that the African American histori-
(continued on page 3)



Ollie M. Davis,
HCRA President



Giles R. Wright, II
1935–2009

LILLY LEDBETTER FAIR PAY ACT OF 2009

The Lilly Ledbetter Fair Pay Act of 2009 (S.181) was passed by the Senate & signed by President Obama January 2009.

The Act clarifies that a discriminatory compensation decision or other practice that is unlawful under such Acts occurs each time compensation is paid pursuant to the discriminatory compensation decision or other practice, and for other purposes.

In 2007, Lilly Ledbetter discovered she was being paid 20 to 40 percent less than her male counterparts

but company policy hindered her ability to gain proof. She sued. Later, the U.S. Supreme Court ruled that the 180-day statute of limitations on filing a pay discrimination claim with EEOC under Title VII begins to run when the original discriminatory decision is made, regardless of whether the discrimination continues.

The Supreme Court ruling reversed a long-standing interpretation by federal circuits and EEOC that the statute of limitations began to run each time an employee

received a paycheck or other form of compensation reflecting the discrimination.

The Ledbetter Fair Pay Act effectively overturns the Supreme Court's ruling. The bill restores the "pay-check accrual" interpretation to ensure employees can seek redress as long as the discrimination continues.

The Act amends Title VII, ADEA, and modifies the operation of ADA.

[<http://www.senate.gov>]

The Act restores the "pay-check accrual" interpretation to ensure redress as long as discrimination continues.

NEWS BRIEFS

New Jersey

J. Frank Vespa-Papaleo, Esq., Director of the NJ Division on Civil Rights resigned effective Dec. 31, 2008.

Grace's Law was approved by the NJ Senate and signed by Governor Corzine (1/23/09). The law requires health insurers, State Health Benefits Program, and NJ FamilyCare to provide coverage for hearing aids for covered persons 15 and younger. [S1106, A1571]

The Homeless Point-in-Time Survey was announced by DHS Commissioner Jennifer Velez to help raise aware-

ness for accessible services and encourage individuals to reach out for help using 2-1-1, NJ FamilyCare and NJ Helps.

A Retirement Incentive Initiative to shrink workforce, yield savings and re-align government was signed by Governor Corzine on June 24, 2008. When coupled with attrition, the initiative is estimated to reduce the State workforce by an additional 3,000 positions in Fiscal Year 2009.

Probable cause was found by NJDCR in two cases of disability-related housing

discrimination. One case was a mobility impaired tenant renting a cottage from a homeowner was denied access to meet the LINK vehicle on the main road. The other case was the refusal of a Condominium Association to install access ramps for a resident who uses a wheelchair and walker.

National

A Middle Class Task Force, headed by Vice President Joe Biden, has been established to assess new and existing policies across the board and determine if (continued on page 6)



PRESIDENT'S MESSAGE (CONTINUED FROM PAGE 2)

cal narrative is grounded in sound scholarship and made accessible to a cross section of our fellow citizens. His crowning jewel may be co-finder and co-organizer with Dr. Clement Alexander Price of the Marion Thompson Wright Lecture Series. It has emerged over twenty-nine years as one of the nation's most prestigious public contributions to the historical literacy of a local community.

In 2000, he saw the need to contribute his scholarship to a 365-day calendar populated with daily events of African-Americans traditionally over looked in most his-

torical books used by local school systems. Each of the 12 months features the biography of a pioneering New Jersey African-American in twelve fields of human endeavor — education, performing arts, religion, literature, medicine, science, visual arts, sports, human/civil rights, media, communications, business, law, jurisprudence, and politics. The calendar was distributed to the library of over 2600 local schools.

This scholarly impresario, who earned a B.S.F.S. at the School of Foreign Service, Georgetown University and

an M.A. in African Studies at Howard University, who pursued doctoral studies in comparative labor history at Rutgers University, and who taught Labor Studies and Afro-American history at Rutgers University will be truly missed.

Giles F. Wright, II now sits with those ancestors who were bold and innovative in their belief system. He believed that when we are enlightened about our past and contributions, we will regain the strong family structure and support for each other that we once had.

Giles F. Wright, II
now sits with those
ancestors who were
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system.

OFFICE OF SUPPLIER DIVERSITY (CONTINUED FROM PAGE 1)

porting agencies submitted reliable, uniform data. Among the findings:

Minorities and women combined received 7.9 percent of all payments on prime contracts.

Minority vendors (both males and females) received payments of \$425.4 million, or 2.9 percent of the total \$851 million in payments.

Non-minority women vendors

received \$42.3 million or 5 percent of payments.

The remaining 92.1 percent were recorded by vendors not classified as minority or women-owned.

The fourth quarter results compare favorably to private industry, other states that track this information, and the nationwide average. [http://www.state.nj.us/njbusiness/contracting]

Governor Corzine cautioned "We are witnessing advances in equity, but minority and women-owned firms account for 20 percent and 28 percent of small businesses in the state, respectively — so eight percent is a small fraction of the prime contract payments that they should be reaping."



35TH ANNIVERSARY OF THE HUMAN & CIVIL RIGHTS ASSOCIATION OF NEW JERSEY (HCRA)

On August 29, 2008, the Human & Civil Rights Association of New Jersey (HCRA) celebrated its 35th anniversary training workshop and luncheon at the Monmouth Park Race Track in Oceanport, New Jersey. Participants were welcomed with an inspiring message on human and civil rights by Major Michael J. Mahon of Oceanport and a representative for NJ State Senator Sandra B. Cunningham of District 31.

HCRA's theme *The Current Shape of Civil Rights & Affirmative Action* was featured in both the training portion of the program as well as the luncheon entertainment.

Mary M. Tiernan, Esq. of the U.S. Equal Employment Opportunities Commission (EEOC) of the Philadelphia District Office reported EEOC successes in addressing issues of race, retaliation and sex or gender discrimination. Charges in these areas increased by 37%, 33% and 30%, respectively. She also shared EEOC plans and programs to fight disability discrimination in the workplace.

Native Americans were the

spotlight of the day's entertainment as Chief David "Stands With Song" Hughes of the Cherokee Nation of New Jersey presented music, dance and song in the Native American culture. The cultural event included audience participation and Native American souvenirs.

Just before the luncheon "prepared for kings" was served, compliments of Monmouth Park Race Track, awards were presented by HCRA President Ollie Davis:

Humanitarian Award — devotion to improving the human condition and treating human beings with respect and dignity regardless of differences — presented to **Lawrence Hamm**, People's Organization for Progress.

Public Service Award — superior efforts in ensuring the availability of essential and quality public services — presented to **Carmen Flores**, EEO-AA Officer, Superior Court of NJ, Monmouth Vicinage.

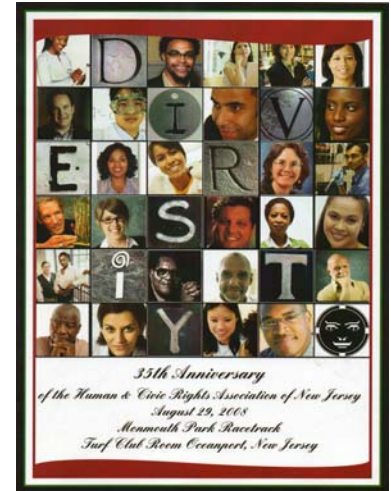
Community Service Award — effective use of political structures to respond to the needs of or pursue benefits for

the community — presented to **Kabili Tayari**, Deputy Mayor of the city of Jersey City.

Diversity Services — Presented to Jennifer Payne, NJAOC Chairperson, on behalf of the New Jersey Affirmative Action Officers Council (NJAAOC).

Profile in Courage — a special award presented to NJ State Senator Sandra Cunningham for her continued efforts advocating for children and working class families.

The success of nonprofits depends much on contributions from the public at large. HCRA is honored to announce and publicly thank our 2009 sponsors in the order of their support: *New Jersey Transit, Newark; FirstEnergy Foundation; City of Jersey City; Delaware River Port Authority of PA & NJ; The Blue Group, Inc.; I.H.S. Development Corp.; Marvin Askins; Fieldco Contracting; WAAC of NJ State Industrial Union Council AFL-CIO; T&J Associates of NJ LLC; WorldAdventures; and the HCRA Planning Committee.*



HCRA 35th Anniversary Program book, cover design and printing compliments of City of Jersey City with greetings from Governor Jon S. Corzine.

TITLE VII ANTI-RETALIATION PROTECTION EXTENDED

The U.S. Supreme Court ruled on January 26, 2009 that Title VII (of the Civil Rights Act of 1964) protects an employee who speaks out about discrimination during an employer's investigation into another employee's complaint of discrimination from retaliation.

In *Crawford v. Metro. Gov't of Nashville and Davidson County*, a thirty-year employee did not initiate a complaint of sexual harassment, but admitted being harassed by her supervisor while responding to questions about

a complaint initiated by another employee. Metro took no action against the alleged harasser but shortly after concluding its investigation it terminated Crawford's employment based upon what it claimed was her embezzlement. Crawford filed a suit of retaliation for reporting harassing behavior but the trial and appeals court found in favor of Metro stating the employee must have initiated the internal complaint of discrimination.

The U.S. Supreme Court concluded that Crawford's

admission to her employer of being sexually harassed during the investigation was sufficient to gain protection from retaliation under Title VII and dismissed the idea that a person must initiate an internal complaint for Title VII protection.

Employers should be careful in avoiding "collateral" claims arising from discrimination and harassment investigations. They should also protect themselves and treat "me too" claims as new and distinct complaints

Look closely into "collateral" claims arising from discrimination and harassment investigations.

FEDERAL HUMAN CAPITAL SURVEY

The Equal Employment Opportunity Commission (EEOC) assesses the performance of selected federal agency's EEO efforts via their EEO Program Compliance Assessment program (EPCA).

In the EEO program activities section, the EPCA evaluates agencies on selected indicators under each model element of MD-715, and provides an un-weighted score based upon the agencies' performance in achieving each indicator.

The EPCA is divided into two sections: the EEO program activities indicators and the EEO program outcome indicators. In the outcome indicators section, the EPCA includes selected responses from the U.S. Office of Personnel Management's FY 2006 Human Capital Survey.

The Human Capital Survey is a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies.

The Survey was first conducted in 2002, which set a baseline for ongoing assessment in the federal government. It was conducted again in 2004 and 2006.

Survey goals include:

- (1) providing general indicators of how well the federal government is running its human resources management systems;
- (2) serving as a tool for OPM to assess individual agencies and their progress toward "green" status on strategic management of human capi-

tal under the President's Management Agenda; and

- (3) giving senior managers critical information to answer the question of "what can I do to make my agency work better."

The National Credit Union Administration's (NCUA) report received the highest marks in EEOC's FY 2006 assessment on EEO compliance of federal agencies.

NCUA of Alexandria, VA is an independent federal agency that charters and supervises federal credit unions. It operates the National Credit Union Share Insurance Fund insuring the savings of 80 million accounts for both federal and state credit unions.



Received highest marks on EEOC's Federal Human Capital Survey.

NEW JERSEY STATE LEAGUE OF MUNICIPALITIES

The 93rd annual conference of the NJ State League of Municipalities (NJLM) held November 18-21, 2008 at the Atlantic City Convention Center carried the theme *Challenges & Changes, A Time for New Ideas*.

The League is a voluntary association created to help communities do better jobs of self-government through pooling information resources and brain power. It is authorized by State Statute and since 1915 has been serving local officials throughout the Garden State.

All 566 municipalities are members of the League. Over 560 mayors and 13,000 elected and appointed officials of member municipalities are entitled to all of the services and privileges of the League.

The League publishes a magazine titled *NEW JERSEY MUNICIPALITIES* which re-

ports up-to-the-minute information on municipal administration and procedures by practical examples, news notes, and new laws. It is one of the leading "musts" for municipal officials and is sent to more than 8,500



readers each month.

In addition to the magazine, other League services include: Bureau of Municipal Information; Ordinances and Codes; Research; Legislative Analysis; Legislative Bulletins; New Laws; Contracts; In-Service Training; Personal Consultation; Instructional Seminars; and Research Publications.

The highlight of the year's activities is the Annual Conference held annually in November in Atlantic City. Delegates have the opportunity to learn and ask questions at more than 100 panels, clinics, workshops, and other sessions conducted by the League and the 18 associations of technical and professional employees allied with it. HCRA also allies with the League.

At the 2008 Conference, Governor Corzine announced a reported 20,000 or so visitors in Atlantic City took part in the conference and many NJ mayors attended.

The vendor tables and workshops were popular as well as HCRA's workshop entitled *The Impact of Hospital Closings on the Community*. Conference photos are available at the NJLM web site [www.njslom.org]

Challenges & Changes, A Time for New Ideas

60TH ANNIVERSARY OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

December 10, 2008 is the 60th anniversary of the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations in 1948. The Act is to be disseminated, displayed, read and expounded principally in schools and other educational institutions.

The 30 articles in the Declaration proclaim that all human beings are born free and equal in dignity and rights and have the right to life, liberty and security of person.

The Declaration sets out a list of over two dozen specific human rights that countries should respect and protect. These specific rights can be divided into six or more families:

- Security rights that protect people against crimes such as murder, massacre, torture, and rape;
- Due process rights that protect against abuses of the legal system such as imprisonment without trial, secret trials, and excessive punishments;
- Liberty rights that protect freedoms in areas such as belief, expression, association, assembly, and movement;
- Political rights that protect the liberty to participate in politics through actions such as communication, assembling, protesting, voting, and serving in public office;
- Equality rights that guarantee equal citizenship, equality before the law, and nondiscrimination; and

(continued on page 7)



NEWS BRIEFS (CONTINUED FROM PAGE 3)

they are helping or hurting the middle class. The first official meeting is scheduled for February 27, 2009 in Philadelphia, PA.

A court found a trade magazine employer's reasons to fire a 62-year old senior editor, with 27 years of exemplary service, due to poor performance a pretext for age discrimination. Evidence proved the magazine had adopted a recent "youth and beauty" focus, all hires after the employee's termination were young women aged 23-33 (including the plain-

tiff's replacement), the 62-year-old's picture was removed from all articles she had authored contrary to standard practice, the company set up reasons to fire the senior editor, and during this time the senior editor received accolades from her staff and company clients. [*Parks v. Labhar-Friedman, Inc.* (S.D. NY, 2008)]

A female jail employee made a complaint of sex discrimination and then proceeded to secretly tape record conversations in the jail in violation of city policy and

state law. When discovered, she was fired and she later claimed her firing was illegal retaliation. The court ruled against her finding that **workplace espionage is not a protected activity**. [*Argyropoulos v. Alton*, Illinois (7th Cir., 2008)]

Lorenzo Harrison will be serving as **OFCCP Acting Deputy Assistant Secretary** effective February 2, 2009. He will continue to have broad oversight of the Northeast as the Acting Regional Director. Harrison has appeared at many local ILG workshops.

New Middle Class Task Force established to assess if policies are helping or hurting.

FAMILY MEDICAL LEAVE ACT 2009 AMENDMENTS

Title I of the Family and Medical Leave Act of 1993 (FMLA) is administered by the U.S. Department of Labor and applies to private sector employers of 50 or more employees, public agencies and certain federal employers and entities.

FMLA regulations were amended, effective January 16, 2009, to address areas of the general requirements and military family leave.

The final rule provides that an employer may require that a request for leave be supported by a certification, that the aggregate amount of leave for both spouses may be limited to 26 workweeks a year, and that an employee or employer may elect to substitute accrued paid leave (vacation, personal, family, medical or sick) for any part of the 26 week period.

Added are new military

leave entitlements for employees who provide care for covered service members with a serious injury or illness, and because of qualifying exigencies arising out of active duty status or impending call to active duty in support of contingency operation. The amendments were enacted as part of the National Defense Authorization Act for FY 2008.



LIFESTYLES

Vacations are synonymous with souvenirs, and one of the best you can give (other than carvings and masks) is a Virgin Islands cookbook.

A Taste of the Virgin Islands, Too! By Angela Spenceley is "everything you need to know about Virgin Islands cooking!" The first recipe, **Shrimp and Potato Fritters with Key Lime Mustard Sauce** more than pays for the small cost of the cookbook. It has simple and easy to follow recipes of exotic flavors and aromas that could make you the star of any event.

The 53 page beautifully designed and colorful booklet includes island photographs along with photos of the recipes, the type allows ease of reading as you prepare your ingredients, and the introduction prepares you for your journey into the world of Caribbean cuisine.

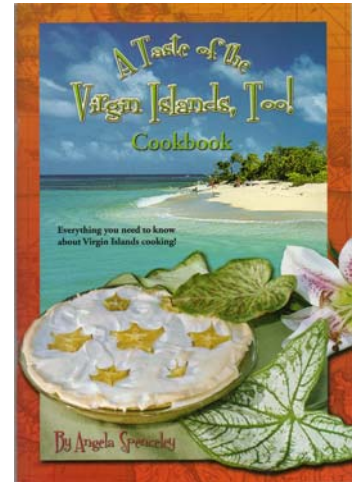
A Taste of the Virgin Islands... shares appetizers; soups and salads; Fisherman's Catch; Caribbean-Inspired Chicken; Meat Entrees, Vegetables, Breads & Side Dishes; Marinades, Rubs & Chutneys; Tropical Desserts; Island Drinks, an

Index, and Glossary of Caribbean Foods!

Although these recipes are in style for any season, you can easily imagine yourself on the deck or the beach in the summer enjoying at least a few of the appetizers with an island drink (virgin or other).

Too good to be true? Write or call Angela Spenceley at:

Coconut Press, LLC
P.O. Box 309540
St. Thomas, VI 00803
787-248-3774
angelaspenclay1@msn.com



UNIVERSAL DECLARATION OF HUMAN RIGHTS (CONTINUED FROM PAGE 6)

- Social (or welfare) rights that require provision of education to all children and protections against severe poverty and starvation.

[www.un.org/rights/50/decla.htm]

The Universal Declaration does not include group rights, but subsequent treaties do. Group rights include protections of ethnic groups against genocide and the ownership by countries of their national territories and resources.

[www.jvgv.com]

The history of human

rights covers thousands of years and draws upon religious, cultural, philosophical and legal developments throughout recorded history.

Also, several notable ancient and modern documents had a variety of concepts that may be considered human rights such as:

The Cyrus Cylinder of 539BC, a declaration of intentions by the Persian emperor Cyrus the Great.

Edicts of Ashoka issued by Asoka the Great of India (272-231 BC)

Constitution of Medina of 622 AD drafted by Muhammad to mark a formal agreement between tribes and families known as Medina, including Muslims, Jews and Pagans.

English Magna Carta of 1215
British Bill of Rights of 1689 made illegal a range of oppressive governmental actions in the United Kingdom.

United States Declaration of Independence (1776)

French Declaration of the Rights of Man and of the Citizen (1776)

The history of human rights covers thousands of years...

BLACK INVENTORS

In honor of Black History Month (February 2009), we celebrate a few known Black inventors:

Cellular Phone — Henry T. Sampson (1971).

Electric Lamp — Latimer & Nichols (1881)

Elevator — Alexander Miles (1887)

Fire Extinguisher — T. J. Marshall (1872)

Gas Mask — Garrett Morgan (1914)

Guitar — R. F. Fleming, Jr. (1886)

Lawn Mower — J. A. Burr (1899)

Motor — J. Gregory (1887)

Photo Embossing Machine — C. J. Dortcus (1895)

Printing Press — W. A. Lavalette (1878)

Propeller for Vessels — G. Tolver (1891)

Riding Saddles — W.D. Davis (1896)

Rotary Engine — A. J. Beard (1892)

Sprinkler for Lawns — J. W. Smith (1897)

Steam Boiler Furnace — G. T. Woods (1884)

Telephone Transmitter — Granville T. Woods (1884)

Traffic Light — Garrett Morgan (1923)



We're on the web!

<http://hcra.homestead.com>

**HUMAN & CIVIL RIGHTS
ASSOCIATION OF NEW JERSEY**

Ollie Davis, President

P.O. Box 2254

Edison, NJ 08818

Your Address Line 3

E-mail: olliedav@optonline.net

Web Site: <http://hcra.homestead.com>

Joyce A. Pratt, Editor



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.

CALENDAR OF CULTURAL EVENTS

January

Martin Luther King's Birthday
(Jan. 15)

February

Black History Month
(National African American
Heritage Month)
Mardi Gras

March

Women's History Month
International Women's Day
(Mar 8)

Irish American History
Month

Greek American History
Month
St. Patrick's Day (Mar 17)

April

Earth Day (Apr 22)
Holocaust Memorial Day
(Apr 21)

May

Asian Pacific American Heri-
tage Month,

Jewish American Heritage
Month

Cinco de Mayo (May 5)

September

National Hispanic Heritage
Month

November

National American Indian
Heritage Month

*Celebrating
Diversity
in 2009!*

HCRA 2008 GENERAL MEETING SCHEDULE

January

Fort Monmouth Officers'
Club
Gibbs Hall
Ft Monmouth, NJ

February

Ollie M. Davis
448 Springfield Avenue
Newark, NJ
732-687-0388

March

Maureen Peterson-Kenney
NJ Sports & Exposition Au-
thority
Giants Stadium
East Rutherford, NJ
201-460-4210

April

Ernie Williams
New Jersey Transit
One Penn Plaza East
Newark, NJ 07105-2246
973-491-8060

May

Kathy Smith
56 Redgeway Drive
Bordentown, NJ (Florence,
NJ)

June

Mary Lee Gilmore
Hall of Records Annex
One East Main Street
Freehold, NJ 07728
732-308-2995

July

Darlene Pharnes
City of Jersey City, City Hall
Jersey City, NJ

August 29

HCRA 35th Anniversary Cele-
bration & Training Program
Monmouth Park Racetrack
Oceanport, NJ

September

Marvin Askins
NJ Casino Control Commis-
sion
Tennessee & the Boardwalk
Atlantic City, NJ
609-441-3569

October

Urselle Garrett
Delaware River Port Authority
One Port Center—2 Riverside
Drove
Camden, NJ
856-968-2000

November 19

League of Municipalities
Convention - HCRA Session:
*Impact of Hospital Closings
On the Community*
Atlantic City, NJ

December 12

HCRA Holiday Party
(Invitational Only)