

12-27-1972

## Letters from the Human Relations Commission 1972

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December 27, 1972

Professor John W. Chittum  
Executive Secretary  
Human Relations Commission  
Box 3152  
The College of Wooster

Dear John:

Thank you very much for your agreement that I could answer your letter of October 10, 1972, after my return from India. I appreciate your dropping by to discuss your expectations as far as this office is concerned.

I will simply comment on the paragraph titles on numbered pages 8 through 10.

Student Consciousness. The goal is certainly a worthy one, and I suppose if 150 students received the specific instruction it would be about as much as could be expected. However, it would seem to me that much more would be expected in terms of some kind of educational activity that would have visibility to a much larger segment of the student body.

Curriculum. I agree that this development must come through the Educational Policy Committee and that the Afro-American Education Committee should make major input into these deliberations. Your paragraph asking the Dean to study "the feasibility of establishing a formal program for the dissemination of information. . ." is unclear. Perhaps clarity would be the result of a feasibility study, but certainly we want to help disseminate as much information as possible.

We are always uncertain in these matters as to what the student demand for courses may be. Would it be worthwhile polling the student body to inquire how many of them would be interested in taking a selection of courses in this area? A dozen or more important courses, some now offered and some not now offered, could be listed to determine whether or not there is actually student demand for them. Of course, we should perhaps be prepared to gamble on a basic approach to this kind of curricular development. However, the extent of the gamble depends on the results of programmatic and fiscal feasibility studies. The Educational Policy



Committee will probably want to undertake these studies.

Recruitment of Minority Faculty and Staff. The work of the last few years speaks for itself in this regard. We certainly want to continue to recruit black faculty and staff persons. The request in the last part of this paragraph, of course, asks us to perform an illegal act. We shall have to be careful in this regard. You should also be aware of the fact that the Department of Health, Education, and Welfare has brought it to the attention of several colleges, including Wooster, that advertising which specifies preference for black or female applicants is in itself discriminatory.

Recruitment of Minority Students. The administration has increased its effort to enroll students of minority races, as the minutes of your committee indicate. Our goals will continue to be stated as general principles without recourse to the unfortunate use of specific numbers. The excellent work of the Development staff in securing funds for support of student assistance will, of course, continue. It is not clear what you mean by "maintenance of other campus programs seeking to improve human relations in the community. . ."; for it is assumed that all College programs have this as one of their goals. (See notes under "Town-Gown.")

Housing. You have by now discovered the careful study that the Dean's staff has had underway for some time regarding housing and the effect of housing patterns on racism on the campus. They are doing excellent work, which I believe you are now aware of.

Town-Gown. The paragraph that follows under this center-page topic does not seem to me to relate specifically to the problem of town-gown relations. The policy of the College has been, and should continue to be, that as one of the institutions in the town we do not tell other institutions how they should be performing nor do we interfere directly in their affairs. As individual citizens, members of the campus community have worked and are continuing to exert strong influence in these areas; but it would be most unwise for us to establish on the campus an office which presumed to be the city center for the solution of many of the problems in this county. If that is what is meant by your paragraph, I would disagree with it thoroughly. Wherein there is an opportunity through the various



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agencies of the campus religious organizations to improve human relations services from the service point of view, that is of course another matter. It is not clear what your paragraph means here; but I strongly urge that you utilize the existing organizations, particularly working through the churches and the various campus members therein to achieve progress in this area.

Athletics. I am glad you concur in the program being discussed and implemented by the faculty Athletic Committee. I join in the hope that they continue to keep the human relations aspects in the forefront as they develop these programs in the months and years ahead.

Thank you very much for the opportunity to participate through this letter in these discussions. As you know, I am glad to continue to discuss these or any other points that from time to time you may feel important.

Very sincerely yours,

J. Garber Drushal

JGD:rhs



NRC  
Dec.

October 31, 1972

Professor John W. Chittum  
722 North Bever Street  
Wooster, Ohio 44691

Dear John:

This will confirm our telephone conversation concerning my reply to your request of October 10, 1972, concerning the Commission program and the items included in the mimeographed pages added to your letter.

I am grateful indeed for the "hold" which you allowed me for my reply. I hope we can talk very early after my return so that I can have the conversations necessary to give a reasonable answer to this request. We should be able to do this sometime in December.

Thank you again.

Very sincerely yours,

J. Garber Drushal

JGD:ld

cc: Mr. Russell Jones



THE COLLEGE OF WOOSTER

Wooster, Ohio 44691

HUMAN RELATIONS COMMISSION

October 8, 1972

Dear President Drushal:

In a day or so you will be getting a letter from the Human Relations Commission. I want to provide you with an additional note referring to that letter, but not attached to it.

In sending the letter to the various persons on campus (some 37 letters) the idea is to try to determine the various individual and group reactions to the suggested goals/targets for the coming months. I want to repeat that the idea is not to dictate nor demand anything, but to place these ideas on record more directly than was done last spring, and to ask for a response.

The letter to you is to serve two purposes, and thus I did want to attach this extra explanation. In the first place it is to continue the policy of trying to keep you in touch with some of the moves being made by the Commission. In the second place it is to recognize your own position as chairman of the Teaching Staff and Tenure Committee.

As a further somewhat confidential note I would like to mention that I really have no idea about the degree of impact made by the HRC in the various positive developments obviously appearing in the last several months. As a scientist I have tried to be aware that "simultaneous phenomena" often lack any cause-and-effect relationship. I have known of (some of) the pressures which administration has tried to put on different ones on campus to deal in some measure with human relations. For example, as I noted the coming of four new faculty members who are black, and Miss Smith in the Admissions Office in addition, I was very much pleased. Surely the Administration was also pleased! Who is to say that all that was due to any influence or efforts by HRC? Very likely, in my own perspective, HRC may only have had a very minor supportive role, if any.

At the same time, as I tried to indicate in my own report last June, I do believe that some worthwhile values began to appear last year, and I hope that this year will see their development in some measure, intangible as much of it may be. I can see great difficulty in trying to play some of the roles which the HRC has, or should have, or thinks it has, even to accepting responsibilities without intruding on prerogatives of others. I feel that the HRC will need a great deal of insight and even inspiration as it attempts to move forward. With the expanded roster, including the addition of some very able and valuable new persons, also including now a number of active students (in contrast to only one very active one last year) we should be able to do a better job.

Maybe the last two paragraphs have not been of any real point. I did want especially to forward the first three as a sort of "detached/accompanying" note to the letter mentioned.

With high respect and regard for you as leader of my favorite administrative team.

Sincerely,

[Redacted Signature]

John W. Chittum



RECD OCT 11 1972

HRC

THE COLLEGE OF WOOSTER

Wooster, Ohio 44691

HUMAN RELATIONS COMMISSION

Box No. 3152

October 10, 1972

President J. G. Drushal

Dear President Drushal:

Last spring the Human Relations Commission released a Report to the campus. That report was a part of the result of many months of work during the college year. It consisted of an analysis of various needs on campus, some recommendations for implementation and action and, especially, some specific targets for 1972-73. We hope that you have examined that report carefully, and have kept it at hand. In case you cannot now find it, please do request that I provide you with a copy.

As the campus will recall, the Commission developed that report as a result of extensive campus participation--participation which included student representatives of many organizations, officers of campus committees, faculty, and representatives of administrative offices--in addition to the Commission members themselves. The participants felt that the report reflected a real consensus (after the many hours of consideration) and could be used to help focus attention on issues during the present school year.


With the opening of this year, this Commission now deems it important to make inquiries about the prospects of reaching as many of those targets as possible. At the time of the study and report it seemed desirable to suggest certain of the targets as appropriate to the jurisdiction of various campus persons (offices, teachers, committees). A few were indicated as best coming under the immediate responsibility of this Commission. The purpose of this note is to refer to what the Commission felt would fall under the prerogatives and/or responsibility you hold as President of the College. Specifically, I would call your attention to that part on page 9 of the report which contains the material, copy of which is attached.

Will you please give this your best thought and indicate to the Commission before October 31 to what extent this target can be reached, indeed to what degree it may already have been reached, and what prospects there are that the particular goal can be attained by the time indicated? If there is any way in which the chairman of this Commission, or I, or members of the HRC can help in interpretation or otherwise, please call on us.

In sending this letter, the Commission does not intend to dictate to any person or group. Rather it hopes to present what seems to be useful goals, and to be an aid in seeking to reach those goals in a suitable manner. We trust that the particular point mentioned above is acceptable, is feasible, and will be sought aggressively.

I will appreciate hearing from you, with any suggestions or information you wish to pass on to the Commission.

Respectfully,

  
John W. Chittum  
Executive Secretary

JWC:js

Tel. 216/264-1234

cc. Dean Cropp



"Statement of the Human Relations Commission on the Investigation of the October, 1971, Homecoming Activities."

Selected portions of those recommendations are summarized here for ready reference.

1. The Faculty Athletic Committee should continue to emphasize its advisory role on the development of policies and practices of the Department of Physical Education.

2. Improved human relations among staff, athletes and spectators should be a top priority. To this end, the following recommendations are made:

- a. In employment of personnel, efforts should be made to secure persons who are in support of good human relations.

- b. Programs should be developed which will sensitize staff, coaches, and players to the causes, manifestations and results of racial tensions.

- c. At least one black person should be employed on the teaching and coaching staff of the Department of Physical Education. Since the formulation of the above recommendation, we are happy to note that the Department of Physical Education has hired a black person as a member of its teaching staff.

- d. The Faculty Athletic Committee should evaluate the structure, operation and supervision of intramural athletics.

#### SPECIFIC TARGETS FOR 1972-73

In this report the Human Relations Commission hopes that it has a comprehensive set of goals. It is recognized that not all can be accomplished in the next eighteen to twenty months. Therefore, the following is an attempt to lift up Specific Targets for the academic year of 1972-73. Other targets may be added by the Commission in the coming months.

#### STUDENT CONSCIOUSNESS

During the 1972-73 academic year the Human Relations Commission should stimulate the development of programs to involve a minimum of 150 white students in a white consciousness and race education program.



*State Dept*  
*for information what course would you take*

## CURRICULUM

The Educational Policy Committee and the Afro-American Education Committee, acting jointly, should develop a formal evaluation of curriculum and course offerings, including the use of departmental consultants or other resource persons. Initial planning should begin in the Spring of 1972, and definite progress and plans for procedure, with schedule of expected steps, should be announced by January 1, 1973.

The library appropriations for 1973-74 should be developed so as to include appropriations for the acquisition of resources to facilitate desired curriculum changes in the realm of human relations.

We request the Dean of the College, in cooperation with department chairmen, to examine the feasibility of establishing a formal program for the dissemination of information to faculty and staff members through seminars, lectures, and selected literature, to the end that participants will become more informed as to the causes and manifestations of racism and the means of seeking its reduction. The program should have access to resources among faculty, outside consultants or other programs and people brought to campus. We request that the Dean and Chairmen of departments examine such feasibility and advise the Human Relations Commission of their decision prior to January 1, 1973.

## RECRUITMENT OF MINORITY FACULTY AND STAFF

*✓ SD*  
The administration and the Teaching Staff and Tenure Committee should increase efforts to recruit black faculty and staff persons (including a black woman as admissions counsellor), with a definite target attainable by the fall of 1973 (or earlier). The College should make its efforts visible to the academic community by announcements, advertisements, or other appropriate means.

## RECRUITMENT OF MINORITY STUDENTS

*✓ SD*  
The administration, especially with the active participation of the Admissions Committee, should increase its efforts to enroll students from minority races, and should make evident its efforts (including specific interim goals) by explicit announcement(s) prior to the end of the Winter Quarter of 1972-73.



The Development staff should solicit additional support for student assistance and for the maintenance of other campus programs seeking to improve human relations in the community.

#### HOUSING

*Wm. Cate*  
The Dean's staff should consider seriously the recommendations growing out of the Human Relations Commission's study on the effects of housing patterns on racism in planning for innovations which can become effective for the academic year 1973-74.

#### TOWN - GOWN

*Comment*  
The Human Relations Commission should assume its responsibility as a clearing house and as a means of coordination for human relations services and needs. To do this, it will be necessary for the Commission to establish an office schedule and to employ part-time office and staff assistance. This office should be in actual operation by the beginning of the Fall Quarter of 1972.

#### ATHLETICS

*Suggs*  
We heartily recommend the full implementation of the recommendations of the Faculty Athletic Committee regarding intercollegiate and intramural programs.

Human Relations Commission  
April 14, 1972