NAACP LEGAL DEFENSE & EDUCATIONAL FUND, INC. THE 40TH YEAR












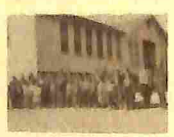



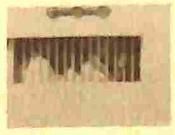


1980 ANNUAL REPORT

1980 Annual Report

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.

THE 40th YEAR

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A MESSAGE FROM THE PRESIDENT AND DIRECTOR-COUNSEL

1980 saw a number of noteworthy achievements in employment, education, the administration of criminal justice and affirmative action, along with modest gains in the areas of housing and health care.

But minority representation in government was severely set back in April 1980, when the U.S. Supreme Court overruled a succession of lower court decisions in favor of single member rather than at-large elections in local jurisdictions (*Mobile v. Bolden*).

While these and other significant developments are addressed more fully in the following pages, we would like to note briefly LDF's special role in a few major areas.

Many of the equal employment opportunity (Title VII) cases on our docket in 1980 involved new or significant legal issues. By year's end we had a large buildup of cases in the courts of appeals—currently there are 36—and the Supreme Court. Backpay awards in excess of $3.8 million were also recovered in 1980 in nine cases.

In district courts LDF continued an impressive string of victories. Perhaps the most important was Judge Damon J. Keith's opinion in *Baker v. City of Detroit*, one of two related cases in which LDF is defending the affirmative action plan adopted by Detroit Mayor Coleman A. Young to increase the number and rank of blacks in the Police Department. The judge found the Mayor's plan reasonable, appropriate and fair.

Objection to the use of busing for school desegregation purposes continues to hamper efforts to devise effective remedies. In a January 1980 ruling involving the Dallas school system, the Supreme Court reaffirmed its 1972 decision in LDF's case *Swann v. Charlotte-Mecklenburg Board of Education* which upheld busing as a remedy for overcoming the effects of past segregation. Six of the nine justices voted to dismiss petitions from the school board and local anti-busing groups.

Courts, however, have ordered busing usually only after hard-fought litigation; and, of course, when necessary to achieve integration. Congress has periodically enacted riders to the annual appropriations bills to prevent federal funds being spent on busing. Anti-busing advocates have also succeeded in limiting the use of busing as an administrative enforcement method. In 1980 the Congress passed an amendment that would have denied the U.S. Justice Department power to enforce court busing orders. President Carter's veto of the bill saved LDF from challenging the legality of the prohibition.

We applauded the July Supreme Court decision in *Fullilove v. Klutznick* which upheld the right of Congress to deal with minority unemployment in a straightforward and effective manner by minority "set-aside" legislation. The Court held that the Fourteenth Amendment does not bar efforts by the Congress to set aside public works projects for minority contractors. LDF joined with the National Urban League, the National Bar Association and the National Bankers Association in an *amicus* brief in *Fullilove*.

The case of Tommy Lee Hines dramatically illustrates how far we are from the goals of equality in the administration of criminal justice. Tommy Lee Hines, a 27 year-old black male with an I.Q. of 31, was convicted in October 1978 in Alabama of allegedly raping a white woman. In November 1978 at the request of Tommy Lee's family, we took over his appeal. Two years, and more than $20,000 later, we succeeded in having his original conviction overturned and, in a new hearing, before a jury of 11 whites and one black, having him found incompetent to stand trial.

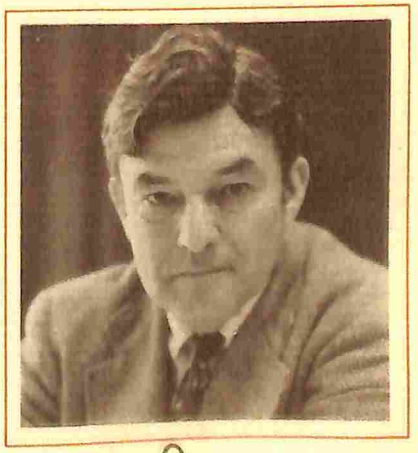
In the largest, and most costly, civil rights suit ever filed on behalf of prison inmates (*Ruiz v. Estelle*)—LDF's class action against illegal and unconstitutional conditions and practices in the Texas prison system—a federal judge ruled in December 1980 that "pervasive unconstitutionality" did exist. The ruling, after seven years of litigation, is expected to bring significant advances in prison reform. And for the Texas inmates, themselves, this means substantial relief from brutality, overcrowding, inadequate medical care, the denial of court and lawyer access, and the lack of due process in disciplinary proceedings.

In March 1980 LDF joined with others in seeking to prevent New York City and State health officials from approving or implementing any plan to reduce NYC medical services until the city's black and Hispanic population could be assured the same access to adequate health care as white residents. Specifically, we sought to prevent the closing of emergency and in-patient services at Harlem's Sydenham Hospital. Though unsuccessful in this instance, we believe our advocacy contributed to the City's decision to reverse itself on the proposed closing of Metropolitan Hospital, which also serves primarily poor and minority residents.

Finally, LDF's fair housing program continued in 1980 to gain relief in virtually all cases in which we participated, achieving progress through a series of "small wins" that added up to solid accomplishments. And here, as in all of our work, each step forward is a step toward equal rights, equal justice and equal opportunity for all Americans.

MARCH 1981

J. LeVonne Chambers
President



Jack Greenberg
Director-Counsel

EQUAL EMPLOYMENT OPPORTUNITY

The equal employment opportunity program continues to occupy the greatest portion of LDF staff-time with victories and settlements in many instances matching, or outstripping, federal government efforts on behalf of fair employment practices.

Highlights of 1980 include a major, private employment settlement (*Stallworth v. Monsanto*), which resulted in more than $2.6 million in back pay awards for black workers as well as the elimination of discriminatory employment and promotion practices.

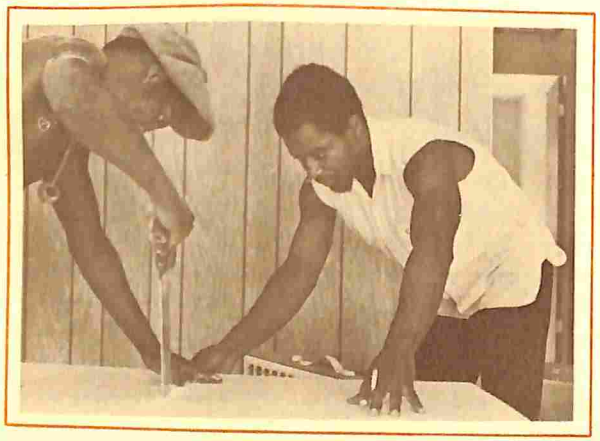
Similarly, a public employment settlement involving Milwaukee County, Wisconsin won for black workers some $2 million in back pay and an affirmative action hiring program, which will provide approximately 1,600 jobs for black workers in the county.

These and other wins and settlements bring our back pay awards to over $10.1 million in just over two years.

Other major victories in 1980 include *Bernard v. Gulf Oil Co.*, in which LDF successfully argued in the U.S. Court of Appeals for the Fifth Circuit against the widespread use of "gag orders" (forbidding agents like LDF to communicate with class members) in federal class actions. The U.S. Supreme Court granted the company's petition for review.

The High Court is also considering an appeal in LDF's case, *Kirkland v. N.Y.S. Dept. of Correctional Services*. In *Kirkland* the Second Circuit upheld the addition of a number of points to the test scores of minority candidates for promotion to the rank of sergeant on the basis of evidence, which suggested that the adjustment was necessary to assure that minority and white candidates with similar performance levels receive similar chances for promotion.

Three favorable decisions in courts of appeals provided continuing encouragement in the face of what was believed to be a devastating setback in the Supreme Court's 1977 decision, *International Brotherhood of Teamsters v. U.S. Teamsters* required proof of "intent to discriminate" by an employer in order to establish that a company or union seniority system is illegal. In the first such decision, a panel of the Fifth Circuit in *Swint v. Pullman Standard* found a seniority system non-*bona fide* under post-*Teamsters* standards. A like result was obtained before another Fifth Circuit panel in *U.S. v. Georgia Power Co.* The Fourth Circuit, sitting *en banc*, held in *Patterson v. American Tobacco Co.* that a seniority system adopted after the effective date of the equal employment provision (Title VII) of the Civil Rights Act of 1964 is not protected by *Teamsters*. Most of the "seniority cases" arose in the southern states which the Fourth and Fifth Circuits cover. All three of these cases are before the Supreme Court on petitions for *certiorari*.



In several other LDF cases, district court decisions or settlements provided an abundance of jobs for black workers:

Powell v. Georgia-Pacific resulted in a court order opening access to higher paying jobs to a class of more than 700 black workers. The new opportunities that this case will provide will result in immediate pay increases of $2.00, or more, per hour for each affected black worker.

Baker v. Jefferson County (Ky.) commits the county to hire and promote blacks at a greatly accelerated rate, until they represent 14% of all ranks in the police force.

McLaughlin v. Alexander requires the U.S. Army Corps of Engineers in Mobile, Alabama to hire and promote blacks at an accelerated rate until they represent 15 to 35 percent of the workforce, with the goal varying according to the job involved.

The PACE Case

In *Luevano v. Campbell*, LDF and other civil rights organizations achieved a major and significant breakthrough in Title VII law as it applies to public employment jobs when agreement was reached with the federal government to phase out its Professional and Administrative Career Examination (PACE) because of its severe adverse impact on blacks and other minorities. The settlement should open up to minorities over 1,000 of the approximately 7,000 federal job openings that are filled from applicants screened by PACE *each year*. Negotiations with the federal government proceeded throughout 1980 resulting in a settlement that was granted preliminary approval by a federal district judge in January, 1981.

PACE is used to identfy qualified individuals for employment in over 100 entry-level jobs in the federal government. During the last two years between 130,000 and 160,000 applicants took the test each year, from which 7,000 employees were selected annually for jobs such as IRS officer, customs inspector and social security claims examiner. A passing score is 70%, but as a practical matter no one who gets under 90% is chosen. No consideration is given to any job-related qualifications other than the test. Those chosen are often subsequently promoted to higher levels without competition.

We charged, among other things, that PACE is not in compliance with the guidelines established by EEOC, the Office of Personnel Management and the Department of Justice and that its adverse impact on blacks and other minorities is so severe it threatens to segregate the middle and upper levels of the executive branch.

The settlement calls for the gradual elimination of PACE with a complete phaseout due by January, 1984. In addition, the government agreed to:

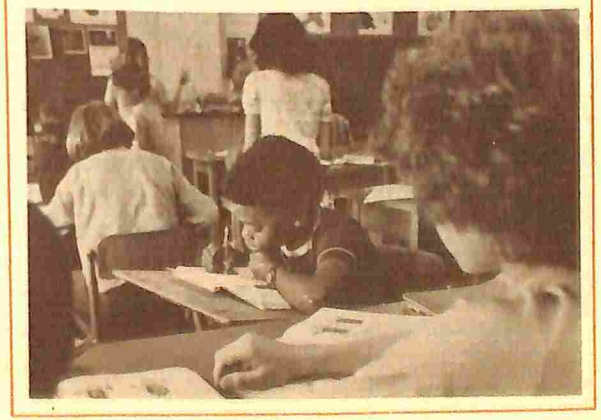
- —Develop alternative selection methods for all PACE jobs starting immedately;
- —Stop using PACE immediately to determine promotions;
- —Implement an affirmative action plan with the goal of increasing black and other minority representation in the jobs covered by PACE in the interim before the phaseout.

EDUCATION

Elementary and Secondary: 1980 began with a Supreme Court decision on questions surrounding the continuing segregation in the Dallas public school system—26 years after the Court declared racially segregated public educational facilities unconstitutional in *Brown v. Board of Education*.

In a case concerning the Austin school system, which LDF has been actively litigating for a decade—including a month-long trial in 1979—implementation began in the fall of 1980 of a plan that provides, among other things, for effective desegregation through the 12th grades, busing of minority and non-minority students, and increased hiring of minority teachers and administrators.

In a Northern case involving a school system in the suburbs of Pittsburgh, black parents and students who were originally represented by the local Legal Services office, asked LDF in the summer of 1980 to join *Hoots v. Commonwealth of Pennsylvania*. This concerns a lawsuit against state and local officials who gerrymandered districts to create a majority black school system in an area where blacks are a distinct minority. The district court found that the district had been created through intentional acts of discrimination in violation of the Constitution, but the court has repeatedly failed to order any effective desegregation. LDF and Legal Services lawyers jointly filed an expedited appeal in the Third Circuit which issued an order in January 1981 stating that there had been an "inexcusable" and "unconscionable delay" and "irreparable injury" caused by the failure of the district court to order relief. The Third Circuit called for a comprehensive and effective plan to be submitted in the nine-and-a-half year-old case immediately.



Higher Education: Efforts during the past year were focused in two major areas. The first concerned LDF's bellwether Tennessee case, *Geier v. Alexander* (formerly *Geier v. Blanton*), which resulted in a court order setting constitutional principles for restructuring state systems of postsecondary education which were previously segregated under state law.

In *Geier*, LDF represents black students, potential students, faculty and staff of Tennessee's system of higher education. We entered the case in 1973 at the request of local black groups with the twin goals of eliminating the continuing racial dualism in the State's postsecondary education system, and, at the same time, insuring that the traditionally black colleges were not closed or downgraded in the integration effort.

One aspect of *Geier* was successful when we prevailed in court in 1979 on the issue of merging the predominantly black Tennessee State University (TSU) in Nashville with the previously all-white University of Tennessee at Nashville (UTN) under the administrative control of the black school. The merger as remedy—unprecedented in higher education desegregation law—had further significance in that it eliminated duplicative facilities, thus promoting integration while enhancing the black institution. We continue to monitor the progress of the consolidation effort which is in its second year.

The second part of *Geier*—still in active litigation—concerns the failure of Tennessee to come up with an adequate plan to effectively integrate formerly all-white state-supported institutions of higher education. Though a ruling from the Court of Appeals for the Sixth Circuit declined to require remedies sought by LDF, it left the door open to seek further relief if LDF could prove lack of progress toward integration.

Since the Sixth Circuit ruling in July 1979, State officials have filed two reports with the court purporting to demonstrate progress in desegregating the system. In an effort to test the validity of the State's contention that integration was moving forward, we supervised the collection and analysis of data throughout 1980 examining the present extent of statewide desegregation in Tennessee. We based our study on reports submitted to the U.S. Office of Education and the Equal Employment Opportunity Commission (EEOC) by Tennessee's public colleges and universities so that we could compare their data with those used in the reports submitted to the court in *Geier*.

We found that both sets of data were substantially similar, and further, that both showed little or no progress in achieving statewide desegregation. However, the State's report packaged the data in a format that made the absence of progress less obvious. We therefore prepared a new set of tables, based upon the State's own raw data which clearly demonstrated the extent to which the system remains segregated, and submitted them to the court.

The principal issues are the lack of progress in black graduate enrollment, black faculty, and very low numbers of black students generally in the formerly all-white institutions. We are also concerned that the State is recommending a 26% decrease in TSU's present level of funding for desegregation activities. We propose that such funding guarantees be maintained and that the level be increased.

The second major activity in the higher education area involved the precedent-setting hearing in Washington concerning the adequacy of North Carolina's integration plans. The hearing is a direct result of LDF's ten-year-old *Adams* suit against HEW (now covering the U.S. Department of Education) for its failure to enforce Title VI of the Civil Rights Act of 1964 which prohibits discrimination in federally-funded programs. The hearing is an effort to enforce compliance with Title VI or force the cut-off of federal funds. A full discussion of the hearing is in the section on the Division of Legal Information and Community Service in this report.

AFFIRMATIVE ACTION

Throughout 1980 LDF continued its role as a principal defender of valid affirmative action programs by intervening on behalf of minority interests in "reverse discrimination" actions. With respect to higher education, we are involved presently in two cases, both in North Carolina.

Poovey v. Edmisten is a challenge by white citizens to a 1971 North Carolina statute requiring minimum representation of minorities on the Board of Governors of the University of North Carolina, a statewide body having jurisdiction over 16 public institutions of higher education in the State. Prior to 1971, no blacks had ever served on a statewide or system-wide governing board of higher education in the State.

A major accomplishment in 1980 has been to get the State to admit, in court papers, that it formerly practiced racial discrimination against blacks in higher education, secondary education, and primary education. Because of this history of past discrimination, LDF and North Carolina are jointly moving the district court for summary judgment in their favor against the plaintiffs. The motion is based, in large part, upon recent victories obtained in the Supreme Court — in *Fullilove v. Klutznick* and *United Steel Workers of America v. Weber*. In both LDF was *amicus* as representative of the interest of blacks. The motion is also based upon the need for North Carolina to comply with Title VI of the Civil Rights Act of 1964, and implementing regulations, by disestablishing its dual system, based on race, of higher education.

Uzzell v. Friday concerns efforts by various white citizens of North Carolina to declare unconstitutional various rules of student organizations of the University of North Carolina which guarantee a minority presence on the student council and student judiciary board. The former is the student legislative body and the latter is the campus body responsible for conducting disciplinary proceedings against students. Similar student regulations exist in the public high schools of the State.

Several activities occurred in *Uzzell v. Friday* this past year. First, the federal Court of Appeals for the Fourth Circuit withdrew its earlier adverse opinion against us and remanded the case, as we had requested, back to the district court in order to give us an opportunity to show that the challenged affirmative action programs were justified as a result of past discriminatory action, and were an integral part of a comprehensive effort by the State, as required by the Fourteenth Amendment and Title VI of the Civil Rights Act of 1964, to disestablish its dual system of higher education. The plaintiffs petitioned the Supreme Court for review of the Fourth Circuit's decision. We opposed the petition and successfully persuaded the Court to deny review. *Uzzell* may go to trial in 1981.

In establishing its program to fight discriminatory practices in sale and rental of housing, LDF recognized that substantial efforts on the part of federal or state governments to enforce fair housing laws simply do not exist. Generally, we select significant numbers of cases that are responsive to local needs and that will open up decent housing to substantial numbers of blacks, and encourage others to bring fair housing suits. One of the most important achievements of LDF's program has been making fair housing laws credible.

As a result, it is now easier for attorneys to bring successful housing discrimination cases. We have also developed a new litigation vehicle based on the principle that residents of the affected community (as opposed to direct victims of discrimination) have standing to sue realty companies whose practices operate to force racial segregation.

This latter point was decided in our favor in *Sherman Park Community Assn. v. Wauwatosa Realty, Inc.* in the summer when we prevailed in an important procedural matter before the court. Chief Judge John W. Reynolds of U.S. District Court for the Eastern District of Wisconsin certified the case as a class action on behalf of black and white residents of Milwaukee and the surrounding metropolitan area even though the "testers" in the case were not *bona fide* home seekers.

Coleman v. Carr Realty , a class action challenging practices of racial steering and discrimination by realtors in a Philadelphia suburb, was settled in August 1980 after a one-day trial. Provisions of the settlement include agreement to pay attorneys' fees and development of procedures to prevent further discrimination including an affirmative action program designed to insure that employees of realty firms are informed of their obligations under the Fair Housing Act. The settlement provides a model for bringing area-wide rather than individual cases and should promote widespread relief against every realtor in the county.

Other cases that raised important fair housing issues in 1980 include:

Kreiger v. Merifield Acres, Inc.: A preliminary ruling in our favor in the Fourth Circuit extended coverage of the Fair Housing Act, establishing the right of a white employee to sue his employer for refusing to let him show homes in all-white Merifield Acres (Virginia) to black home seekers. We are scheduled to go to trial on the issues in March 1981. In keeping with our objective of obtaining substantial damages awards and publicizing them as a deterrent to realtors, we seek $10,000 in actual damages and $750,000 in punitive damges to be spent advertising and making the public aware of what constitutes violations of the law and the consequence of such violations.

Jiggetts v. Housing Authority of Elizabeth, N.J.: In this recently-filed case, we represent black and Puerto Rican residents of public housing in Elizabeth challenging segregation in HUD-financed low income housing, refusal to admit minority residents to some housing for the elderly, and discrimination in maintenance practices between minority and white housing projects. Discovery proceeded throughout 1980 with HUD involved in settlement proceedings, now underway. We seek to overhaul the way the Elizabeth Housing Authority administers the units and are negotiating provisions to insure equity in maintenance between the two minority and one white units, and changes in methods of reassigning tenants and placement of new tenants that served to foster segregation by race.

Jennings v. Halpern & Stillman Managing Co.: We believe that, among other things, important issues involving zoning practices will be raised in this new case concerning publicly-subsidized housing in Yonkers, New York in which we are co-counsel with the local branch of the National Association for the Advancement of Colored People. We were asked by U.S. District Judge Charles Stewart to enter the case because he believed that our participation would enable plaintiffs' claims to be better presented before the court. Suit had been brought by tenants in the predominantly black project charging poor maintenance, uncommonly high rents—$80 to $100 per room—and site selection practices that foster segregated housing.

VOTING RIGHTS

Potentially, the most damaging setback to minority representation in government came last April, with the U.S. Supreme Court reversing a lower court decision invalidating the discriminatory use of at-large elections (*City of Mobile v. Bolden*).

For years, civil rights advocates have recognized that many local elections—for city, county, school board and state legislative offices—which were conducted on an at-large basis, operate to deny equal representation to minority groups. In many parts of the county, at-large elections and multi-member districting schemes are used to further discriminatory purposes and practices by depriving minorities of the opportunity to obtain a degree of representation in government that roughly approximates their percentage of the population. One of the main purposes and effects of the use of at-large elections is to consistently foreclose the election of minority candidates. This practice is most egregious when it prevents the election of minority candidates in circumstances where members of minority groups constitute a majority of the population in the districts from which representatives are being elected.

Prior to the Supreme Court's decision in *Bolden*, many of the lower courts had been sympathetic to legal arguments attacking discriminatory uses of at-large voting schemes. As a result of court victories, many municipalities were required to switch to the use of single-member districts. This change resulted in the election of black officials in increasing numbers.

But the Supreme Court's decision in *Bolden*—permitting the city of Mobile, Alabama to use its at-large electoral scheme to discriminatorily preclude the election of blacks and persons sympathetic to the advancement of causes espoused by blacks—has halted the electoral reforms that, especially in the South, have led to a large increase in the number of black elected officials.

It is expected that other municipalities will see in *Bolden* an opportunity to overturn much of the progress that LDF and other civil rights advocates have accomplished in the South since the enactment of the Voting Rights Act of 1965. It is expected that these same municipalities will use the 1980 Census and subsequent reapportionments to further reduce the degree of minority representation in their jurisdictions.

Because of the 1980 Census, the Court's ruling comes at a particularly critical time. Moreover, this ruling will adversely affect the possibility for obtaining a renewal of the Voting Rights Act of 1982. Hearings on renewal are slated to begin in late 1981. LDF and other civil rights groups will be hard-pressed to insure the Act's survival in its present strong form.

In a period of fiscal crisis for many municipal governments, it is becoming increasingly difficult to win cases that require an increase in expenditures to improve access of poor and minorities to adequate health care services. Absent clear evidence of intentional discriminatory actions such as we had in Gary, Indiana, the courts, for the most part, have been regressive.

Throughout 1980, provisions of the far-reaching settlement in Gary were being implemented. The case challenged the use of federal funds by a Gary hospital to build a satellite unit in an all-white suburb that had siphoned doctors, nurses, as well as other medical personnel, and money from the inner city hospital. As a result of the settlement, the hospital, for the first time, has strong minority representation on all committees and its board of directors and has undertaken to assure equality in the number and skills of doctors and nurses between the two facilities. The major focus of the settlement concerned renovation of the inner city facility to raise health care services there to a par with those at the suburban hospital. A new, separate primary care unit has been constructed downtown with completely modern facilities including a play area for children of parents who cannot afford day care, and a large wing to the main hospital, housing modern emergency and surgery facilities. The hospital has also instituted a full shuttle service to provide inner city residents with access to the major cancer care facility located in the suburban unit. The shuttle service also enables employees who live in the inner city to work in the suburban unit.

Following our success in Gary we failed to prevail in a case raising similar issues in San Antonio. We brought similar action against health officials in New York City who proposed to close four municipal hospitals serving primarily poor and minority residents. In that case, we represented the New York Metropolitan Council of Branches of the National Association for the Advancement of Colored People and other black and Hispanic residents and charged that the closings violate federal due process and civil rights law, and various state and local health planning laws.

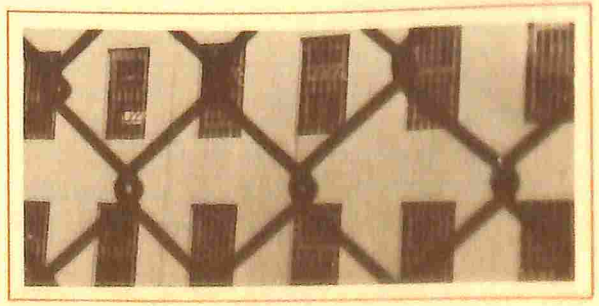
We suffered a setback in the New York City case in 1980, when efforts to keep open the first hospital targeted for closure—Harlem's Sydenham Hospital—were unsuccessful. Subsequently the City put forth a plan to convert Sydenham to an alcoholism and drug-abuse center. The City has agreed to keep open a second hospital—Metropolitan—also covered in the suit.

In Memphis, Tennessee, we filed a class action challenging the inability of blacks to be admitted into six nursing homes in *Fowinkle v. Hickman*. Also named as a defendant is the state nursing home referral agency.

Capital Punishment. Most notewothy in the area of capital punishment in 1980 was the absence of executions. The fact that not one of the nation's more than 700 death row inmates was executed during the year is all the more notable in light of the "momentum" created by the executions of Gary Gilmore (1977) and John Spinkellink and Jesse Bishop (1979).

LDF's original involvement with this issue came in response to outright racism in the application of the death penalty for rape: Over 90 percent of the executions for the crime of rape were of black men convicted of raping white women. In order not to allow precedents to develop which would defeat our efforts on behalf of blacks, we became involved with the issue generally.

Today strong evidence exists that the death penalty continues to be administered disproportionately against minorities and poor persons. In Georgia, preliminary data indicate that of blacks who kill whites, 38% receive the death penalty. Among whites who kill blacks, only 7% are sentenced to die. In June LDF received a major three-year grant, a portion of which is to be used for the study of circumstances under which the death penalty is most likely to be applied.



Supreme Court cases in 1980 scored significant gains against capital punishment. Decisions handed down in May and June affected numerous sentences in Southern states. Among the more important was *Godfrey v. Georgia* , in which the Court set aside a death sentence imposed under a Georgia law permitting execution for offenses deemed "outrageously or wantonly vile, horrible or inhuman." A six-justice majority declared that Godfrey's death sentence could not stand because this vague statutory language had not been narrowed adequately by the trial judge in instructions to the sentencing jury or by the state supreme court on appeal.

In *Beck v. Alabama*, the Supreme Court invalidated a statute barring the jury in capital cases from convicting the defendant of a lesser, non-capital crime. Under Alabama's system the jury had been given no choice but to convict or acquit on the capital charge, even though the evidence might support conviction for a lesser offense such as manslaughter.

Adams v. Texas — in which LDF was *amicus* — concerned a Texas law that excluded from juries anyone unable to take an oath that the penalty of death would not "affect (his/her) deliberations on any issue of fact." The High Court held that allowing jurors to be struck merely because they would be "affected" by the prospect of the death penalty violated the Court's 1968 *Witherspoon* ruling, which held that potential jurors could be struck only if their beliefs were such that they would automatically vote against the death penalty regardless of the evidence, or if they could not make an impartial decision as to guilt because of those beliefs.

In October the High Court heard oral argument in *Estelle v. Smith*, an LDF capital punishment case sometimes referred to as the "killer shrink" case. *Smith* involves a practice that has occurred in Texas wherein a psychiatrist examines a defendant for competence to stand trial. After the trial, if the defendant is convicted, the same psychiatrist testifies as a witness for the prosecution in a hearing to determine if the death penalty should be applied. Defendants were never told prior to the competency examination that their statements to the psychiatrists might be used to take their very lives, nor that under these circumstances they had the right to remain silent and to consult counsel. This is a routine practice in Texas and has occurred in at least 30 of more than 60 cases where the death penalty has been upheld on appeal.

In another Texas case, the *en banc* U.S. Court of Appeals for the Fifth Circuit in *Burns v. Estelle* upheld LDF's argument that the State's jury-selection process in death cases violated constitutional guidelines. And in *Stephens v. Zant*, a Georgia case, the Fifth Circuit agreed with LDF's contention that a death sentence based in part upon an unconstitutionally vague aggravating circumstance cannot stand.

Most recently, in Florida, LDF has filed a petition on behalf of 122 of the State's 137 death row inmates. The petition alleges that the Florida Supreme Court, in reviewing death sentences, has had access to secret psychiatric reports. The existence of such reports was never acknowledged, nor were they made available to defense counsel.

Throughout 1980 there were approximately 70 cases in various stages of *habeas corpus* proceedings being carefully monitored by LDF. Twelve cases reached the Fifth Circuit alone. In all but two, LDF has had either primary responsibility or a leading support role.

Prison Reform. During 1980 there was an increase in our involvement with prison reform cases. *Guthrie v. Evans*, first filed in 1972, is our case against the Georgia State Prison at Reidsville. In January 1980 we won an important motion to stop the prison authorities from using bread and water diets as punishment and ordering them to improve immediately safety and living conditions. A collateral benefit has been the approval by the Georgia legislature of construction of a new hospital facility. Recently, two prison health specialists went through the prison. Their report, which contains several far-reaching recommendations, documents the sheer incompetence of the medical staff. Current plans are for the institution of new disciplinary and grievance systems that will not only correct past problems in these areas but which may well serve as models throughout the nation.

In December 1980, Judge William Wayne Justice rendered his decision in *Ruiz v. Estelle*, LDF's state-wide class action challenging illegal and unconstitutional conditions and practices in the Texas prison system which is the largest in the nation. Based on evidence introduced by LDF and Justice Department attorneys in the largest and most costly civil rights suit ever filed on behalf of prison inmates, Judge Justice found "pervasive unconstitutionality" because of the brutality, overcrowding, poor medical care and other inhumane conditions.

In Alabama, LDF's case, *Mobile County Jail Inmates v. Purvis*, went to trial in June. One of LDF's expert witnesses described conditions as "the worst" he had seen, "with the exception of the jail in Juarez, Mexico." The issues include physical safety, unsafe and unsanitary conditions, including lightless cells, fire hazards, ubiquitous filth, lack of program and excercise, and inhumane and degrading visitation, where people actually shout through steel doors to speak with incarcerated relatives.

In Michigan, after filing an *amicus* brief in a case on appeal, we have assumed resposibility as lead counsel on remand to the district court on the issue of the right of detainees to have "contact" visits with their spouses and children, i.e., to be able to touch and have physical contact during visits.

Finally, in *Jones v. Diamond*, a Mississippi case in which LDF filed an extensive *amicus* brief, the Fifth Circuit, *en banc* (the full court of 24 judges), upheld the basic principles of constitutional protection of the rights of pre-trial detainees. *Jones* is a particularly important case because it reaffirms the commitment of the Fifth Circuit, which covers the entire South—from Texas to Georgia—to the effort to improve conditions of confinement for all prisoners.

THE DIVISION OF LEGAL INFORMATION AND COMMUNITY SERVICE

Throughout 1980, the Division was actively involved in programs to combat racism and sexism in federally funded vocational education and to dismantle dual state systems of postsecondary education. Also in 1980, following a year's investigation in cooperation with black citizens in eastern North Carolina, the Division released a report on black participation in regional planning and economic development.

Vocational Education. Alarmed over the staggering rate of black youth unemployment, LDF works with other citizens to expose the inadequacy of existing vocational education programs and to promote effective linkage between schools and the world of work. The Division's PROJECT ALERT is involved in shaping policy and enforcement activities at Federal and state levels through litigation, administrative complaints, monitoring, research and fact-finding and community action at the local level.

By 1980, earlier orders in LDF's *Adams* case had significantly redirected the Federal Government's approach to its compliance responsibilites. The Office for Civil Rights' vocational education survey of 10,000 schools, an essential tool for compliance, had established the only source of school-based data. National policy guidelines defining civil rights compliance had been promulgated. OCR had conducted 54 compliance reviews. Furthermore, LDF's complaints, charging that formulas and procedures used by North Carolina and Pennsylvania for the distribution of Federal funds did not comply with the Vocational Education Amendments of 1976, had led to changes in formulas in 7 states as a result of closer Federal scrutiny.

During 1980, we were actively involved in disseminating the results of the survey, the reviews and the complaints, and in advocating effective packaging of information as a powerful vehicle for educating the public. The persistence of racially dual and sex-segregated schools and programs, the underrepresentation of black and women students in premium vocational courses, the absence of black instructors as role models, and the failure to target funds to the neediest schools all contribute to the inadequate preparation of youth for work and to their unemployability.

We commissioned research to determine whether changes in the states' formulas actually benefited school districts with concentrations of poor and minority students.

Concerned about barriers to access, and building on OCR's compliance reviews in Georgia, LDF investigated patterns of enrollment in vocational schools in key communities to determine whether the use of admissions tests has a racially adverse impact. We also filed a complaint charging the Delta Community College in Stockton, California, with the exclusion of blacks and women from apprenticeship programs.

Community projects were launched in 1980. Using citizen volunteers in Pittsburgh, we compiled information on program participation and job placement that will be used along with our analysis of the allocation of vocational education funds, in a city-wide community education project. Working with attorneys in Legal Services Corporation offices in eastern North Carolina, we have been alerting citizens to the need to relate vocational education more effectively to new industrial developments. We selected Oakland for a major community project in which we will document the relationship between the schools and the workplace and assess the effectiveness of vocational education in providing this linkage. During 1980, we undertook exhaustive research that will be the basis for the Oakland project.

The Division sponsored a consultation of black sex equity coordinators and provided technical assistance throughout 1980 to support this network of women who are in a key position to address patterns of sexism and racism in their states.

PROJECT ALERT is part of LDF's larger effort to enhance the economic status of black women. The Division coordinates LDF's Black Women Employment Program which combines litigation and advocacy to promote equality of access to training and nondiscrimination in employment and to address the economic problems encountered by black women in the world of work.

Higher Education. Our theme in 1980 was "Promoting Justice for Blacks in Higher Education." A consultation to discuss strategies was convened by LDF in May 1980. Members of the board of directors and staff of LDF and about 40 black citizens from 17 states and the District of Columbia participated in the Consultation. Among the consultants were state legislators, lawyers, a judge, a college president, federal and state officials, faculty and administrators from traditionally black and predominantly white universities, board and staff members of state-wide postsecondary agencies, a program officer of a national foundation, a college trustee, and representatives of educational, human relations, and civil rights advocacy organizations and three senior federal officials: Steven A. Minter, then Undersecretary, Department of Education; Drew S. Days, III, then Assistant Attorney General for Civil Rights, Department of Justice; and Leroy Clark, General Counsel, Equal Employment Opportunity Commission.

Recommendations growing out of the LDF-sponsored Consultation were submitted to the Department of Education in July. Copies may be obtained by writing Ms. Jean Fairfax, Director, Division of Legal Information and Community Service.

Litigation and monitoring activities in 1980 were an extension of LDF's decade-long efforts to compel the Department of Health, Education and Welfare (HEW) to enforce civil rights laws and regulations covering federally-funded education programs. LDF's omnibus suit filed in 1970 as *Adams v. Richardson*, resulted in a series of court orders and consent decrees. Pursuant to a 1977 order, HEW promulgated criteria to guide the statewide dismantling of dual systems of post-secondary education. These criteria now cover almost all of the states whose higher education systems were historically *de jure* segregated. The Division monitors OCR's enforcement of the criteria and the implementation by the states of their desegregation plans.

Early in 1980, we filed a complaint in which we charged that Florida's university and community college systems were not complying with the criteria and their state plan. The complaint was supported by extensive statistical analyses of Florida's reports from 1977 through 1979. During 1980, our efforts were closely coordinated with a newly formed organization of black administrators and faculty in Florida's postsecondary institutions.

Convinced by November 1980 that Federal officials were not moving expeditiously to assure the orderly transition to desegregated higher education systems, we filed a Motion for Further Relief. In a consent order that resolved most of the issues, the Department of Education agreed to take specific actions by January 15, 1981. Florida was advised, largely as a result of LDF's complaint, that its desegregation process was unsatisfactory and was threatened with enforcement action. Arkansas, Georgia, Oklahoma and Virginia were told to respond to evaluations that had identified areas of noncompliance. Letters of findings were sent to 7 "second-tier" *Adams* states: South Carolina, Missouri, Kentucky, Alabama, Texas, Delaware and West Virginia. These states were required to submit a new plan that would include all public postsecondary institutions for the first time.

Having challenged the authority of HEW (now DE) to prescribe specific remedial measures for statewide desegregation, North Carolina is now involved in administrative hearings initiated by DE. LDF was granted limited intervention into these proceedings representing black plaintiffs in the *Adams* litigation. The government and LDF presented their witnesses between July and October 1980. During the first phase of the case, some forty witnesses and over 300 exhibits were presented, which comprise nearly 7,000 pages of transcript. This being the first time a Title VI administrative proceeding has been brought against a state system of higher education, the hearing is an important precedent. The State of North Carolina and the Board of Governors of the University of North Carolina began their defense in February 1981.

WASHINGTON, D.C. OFFICE

LDF's Washington, D.C. office was established in 1976 to monitor the performance of federal agencies and the administration of federal programs designed to protect the rights of minorities. Since then, the Office has undertaken, as well, to provide non-partisan analysis, study and technical assistance to the legislative branch in matters having an impact on civil rights.

A major activity concerned the Equal Employment Opportunity Commission (EEOC) enforcement of Title VII with respect to government workers. Because federal employees had historically little redress for Title VII grievances through the old Civil Service Commission, LDF was determined that such grievance procedures would receive a better hearing when they were transferred to EEOC. Accordingly, the main focus of LDF's Washington office throughout 1980 was monitoring the Commission's handling of complaints—particularly with regard to proposals to modify regulations governing the administrative process itself. This monitoring effort became increasingly important in 1979–1980 as EEOC moved to "streamline" its operation by eliminating the existing right to a formal hearing as part of the process. LDF actively opposed this "streamlining" move. We are watching closely to see what new procedures will be put forward.

In a related matter, LDF in August filed an *amicus* brief in the U.S. Court of Appeals for the Fifth Circuit in a pending Title VII case against a private employer in which LDF's private attorneys argued that the EEOC persuaded the plaintiffs to accept a grossly inadequate settlement that provided no meaningful relief. *Mosely v. St. Louis Southwestern Railway Co.* was a dramatic illustration of the danger LDF had foreseen in the EEOC's decision to reduce its backlog of complaints by eliminating formal hearings.

LDF took the opportunity made available by the *Mosley* case to ask the Court of Appeals to establish guidelines for EEOC—and the lower courts—in determining the adequacy of administrative settlements that extinguish the right to pursue Title VII claims in court. We did so because the Fifth Circuit historically has taken the lead in advancing Title VII law.

Another major activity concerned nominations for 152 new federal judgeships. In 1980, the process of filling these positions continued with LDF at the center of activity to insure the nominations of black and female candidates who have a background in civil rights and public interest law, and those sensitive to civil rights law.

At the request of various people from Arkansas, Alabama, Virginia, Tennessee, and Georgia, LDF met with the delegations from those states to discuss prospective black appointments to the federal bench. (Blacks were eventually installed from four of the five states.)

Once LDF determined independently that a black nominee, because of his or her accomplishments, experience, ability and temperament deserved confirmation, then at the request of the nominee we involved ourselves deeply in the confirmation process. Over the course of 1980, LDF assisted with the confirmations of at least 20 black federal judges. We have also worked with women's organizations regarding the confirmation of female judges.

Additionally, LDF substantively supported efforts to give enforcement powers to the Department of Housing and Urban Development (HUD). LDF's Director-Counsel Jack Greenberg was invited to testify before the Subcommittee on Civil and Constitutional Rights of the House Judiciary Committee on proposed changes and clarifications in the Act and supported HUD having administrative authority to resolve discrimination complaints which arise in the sale, rental, leasing and purchasing of housing. Provisions designed to strengthen enforcement passed the U.S. House of Representatives in June but were defeated in the Senate.

The Earl Warren Legal Training Program. The program has provided scholarship support during the 1980-1981 academic year for 169 black law students as follows:

Class of 1981—82
Class of 1982—75
Class of 1983—12

Because of a drop in the availability of funds for scholarships in 1980, the number of awards fell by almost one-fifth to 169 awards, with the result that hundreds of applications from able students had to be denied. For many, this may mean either postponement of entering law school, or abandoning the idea of a career in law.

Fortunately, new donors are responding to our urgent appeal for help. At the end of 1980 the Earl Warren program received a $250,000 five-year foundation grant to finance scholars in Southern state-supported law schools. This grant will enable us to raise significantly the level of support beginning in the 1981-1982 academic year.

The Earl Warren program was established in 1972 to increase the number and skills of black lawyers particularly in those areas with large black populations. The Class of 1980 brought the number of law school graduates to 837. To date, LDF has helped increase the membership of blacks in the American Bar by close to 628 young black lawyers. Our goal is to increase the number by one-third. A substantial percentage of these young men and women are now practicing law in areas of the nation, especially the South, where there were previously little or no black lawyers, especially ones engaged in civil rights practice.

Presently, Earl Warren Scholars are enrolled in 68 law schools throughout the nation, with about one-half attending law schools in the South. Since LDF's program of law scholarships began with 2 awards in 1964, close to 3,000 awards have been made to more than 1,300 individual students. The value of these law scholarships is over $2,500,000. The Earl Warren program initially included a fellowship program that has provided subsidies for 89 special internships in civil rights law and financial subsidies for three years following the internship, including a starter law library. The fellowship program was an extraordinary incentive for young black men and women to practice law in communities where the need was more urgent. In recent years funds have not been available to finance new Fellows.

Both Scholars and Fellows have given their communities fresh and aggressive legal directions, as well as able political and civic leadership in protecting and advancing the rights of black citizens. They now have major responsibilities in the judiciary, on federal, state and local commissions and in the legislative halls of the country.

The Herbert Lehman Education Fund. 1980 was a banner year for the Herbert Lehman Education Fund: LDF is assisting a total of 204 students for the 1980-81 academic year. Of these, 156 are college students in integrated classrooms in the South, and 48 are law students in all parts of the U.S. Thanks to increased support this year, we were able to help 65 high-school graduates enter college as freshmen last fall. In dollars, gifts increased to $313,000 (pre-audit) from $237,000 the previous year.

Herbert Lehman scholarships are made possible through the support of a relatively small number of very generous contributors. This loyal group was augmented in the summer of 1980 through a special appeal that elicited some 2,500 first-time donors.

Tuition, board and room, and other student expenses are rising rapidly. At the same time, there is a threat of deep curtailment in government loans to students. With black family income now running less than 60% of the median for white families, the Lehman scholarship program faces a heavy challenge. Expanded support in 1981 can spell the difference for students seeking Herbert Lehman help.

Dr. John W. Davis, who initiated the Herbert Lehman Education Fund in 1964 with the help of the family of the late Senator Lehman, died in July 1980 at the age of 92. The outpouring of support for the Lehman Fund is an appropriate memorial to him.

"Through our scholarship programs we are making a considerable contribution to a more equitable racial balance in the legal profession. This is enormously important — and we must better the numbers. And, in terms of providing direct leadership potential for black communities who now lack lawyers trained in civil and human rights law as well as general law, the Earl Warren Program is truly unique. In fact, it has been called 'one of the best longer range programs of any kind in the South.'"

William T. Coleman, Jr.
former U.S. Secretary of Transportation and Chairman of the Board of LDF

The year ahead will be a critical time for civil rights in America. It is generally accepted that the national mood, as expressed in the recent election, has turned conservative on matters of racial discrimination. The country expects to experience curtailment of federal enforcement efforts with respect to civil rights. The prevailing view among new leadership is against programs such as affirmative action, and for state, as opposed to federal, enforcement. This attitude, if translated into official action, would have a negative impact on efforts against job discrimination, voting rights, fair housing and the use of effective remedies to end the racial isolation in public schools.

Implementation of these views would, among other things, cripple federal civil rights enforcement efforts. Such reversals of previous policies would be felt throughout the federal bureaucracy and would substantially impair efforts of the key enforcement agencies, such as the Justice Department's Civil Rights Division, the Office of Federal Contract Compliance Programs (OFCCP), the Equal Employment Opportunity Commission (EEOC) and the Office of Civil Rights of the Departments of Health and Human Services and Education.

We anticipate that civil rights for blacks may be affected adversely in the following ways:

- —Across-the-board attacks on affirmative action through executive fiat and legislative and budgetary means;
- —Appointment of judges unsympathetic to civil rights claims;
- —A Justice Department run by lawyers who will argue in court against affirmative action;
- —Structural changes in the civil rights enforcement authority of agencies such as OFCCP, EEOC and the Departments of Education and Housing and Urban Development;
- —Support of congressional efforts aimed at crippling effective school desegregation remedies;
- —Redistricting with the intent to reduce minority representation;
- —Blocking renewal of key provisions of the Voting Rights Act; and
- —A dramatic fall-off of female and minority nominees for federal judgeships coupled with an increase in candidates insensitive to civil rights concerns.

Another major concern of the year ahead is housing. We anticipate that this and succeeding years will see private organizations like LDF shouldering the greatest responsibility with respect to enforcement of fair housing (Title VIII) laws. LDF efforts to strengthen enforcement of such legislation by substituting "effect" for "intent" in determining violations of housing law were defeated in the last Congress; certainly this effort will face nearly insurmountable obstacles in the newly-elected one.

LDF hopes to take up the slack in compliance and enforcement efforts, nationally, by increasing its presence in Washington, D.C. This bolstered force will be working as well to prevent, where possible, legislative and budgetary proposals that would undermine laws, regulations, guidelines and programs designed to protect the rights of America's minorities.

In sum, the year ahead will see the condition of blacks in America continue as the nation's most intractable domestic problem. At the federal level, policies and programs of the next few years will affect, for better or worse, the rights and opportunities of an extraordinary number of Americans. Progress, for the most part, will undoubtedly be measured in the collective commitment of the private sector. Thus, agencies like LDF will have a more important role in the defense of basic civil rights in the next few years than at any time in the recent past. We can expect to be swimming upstream against a strong current of economic and political forces—forces which, if left unopposed, would largely erode the modest gains in the struggle toward full equality for all Americans.

40th ANNIVERSARY CAMPAIGN — 1978-1980

Goal: $18,500,000

"The history of America's progress in removing racial barriers is in large part the history of the Legal Defense Fund's victories. . . but blacks still face discrimination in almost every aspect of their lives. . .

This situation concerns me—as a private citizen, because racial injustice is a threat to the survival of our system;—as a businessman, because it is an impediment to a flourishing economy."

—John H. Filer
National Campaign Chairman

The 40th Anniversary Campaign, a three-year effort begun in 1978, achieved 82% of its $18.5 million goal by the end of 1980. During the campaign, which was led by Aetna Life and Casualty Company Chairman, John H. Filer, income totalled $15.1 million.

The special fundraising drive included an unprecedented effort to raise $3.5 million from the nation's corporations. The corporate campaign was headed by John J. Riccardo, until his retirement as chairman of Chrysler Corporation in 1979.

From 1978 through 1980, 47 top executives, working with the national leadership, conducted campaigns in Akron, Chicago, Cleveland, Detroit, Hartford, New York City, Philadelphia, Los Angeles, Pittsburgh and San Francisco, resulting in contributions from 75 companies totalling $1.8 million. Pacesetter three-year pledges ranging from $75,000 to $150,000 were received from Aetna, Chrysler, Exxon, Ford Motor, General Foods, General Motors, IBM and U.S. Steel.

Though the campaign was conceived as a three-year drive, LDF will continue efforts to reach the financial goal, particularly to raise an additional $1.7 million from the national corporate community.

Throughout the campaign, numerous special events sponsored by seven regional committees were combined with direct mail appeals to keep private citizens and individual contributors abreast of the need for support. Foundation income increased in the last two years of the campaign, 13% and 30% respectively. Income from national mail appeals to individuals and organizations represented 28% of the three-year-total campaign income.

40th Anniversary Campaign

MEETING THE BUDGETARY GOALS: 1978–1980

Program	Campaign Year I 1978	Campaign Year II 1979	Campaign Year III 1980	Total 3 Years
Legal and Administrative				
Goal:	$3,915,000	$4,160,000	$4,315,000	$12,390,000
Actual:	3,755,953	3,827,935	5,727,953	13,311,841
Surplus/(Deficit):	($ 159,057)	($ 332,065)	$1,412,953	$ 921,841
Earl Warren Legal Training Program (Graduate)				
Goal:	$1,775,333	$1,775,333	$1,775,333	$5,326,600
Actual:	432,824	290,481	262,878	986,183
Surplus/(Deficit):	($1,342,509)	($1,484,852)	($1,512,455)	($4,339,816)
Herbert Lehman Education Fund (Undergraduate)				
Goal:	$225,000	$245,000	$265,000	$735,000
Actual:	262,188	237,392	313,661	813,241
Surplus/(Deficit):	$ 37,188	($ 7,608)	$ 48,661	$ 78,241

MAJOR SOURCES OF INCOME — PERCENT OF TOTAL

(Contribution Income)

Corporations	8%
Foundations	21%
Individuals	28%
Regional Committes	10%
*Others	13%

(Non-Contribution Income)

Court Awards, Earned Income, Prepaid Gifts	20%
	100%

*Includes Fraternal, Religious & Other Organizations, Labor Unions, Law Firms, etc.

Total 3-Year Goal:	$18,451,600
Total 3-Year Income:	$15,111,265
Needed To Complete Goal:	**$ 3,340,335**

N.A.A.C.P. Legal Defense and Educational Fund, Inc. & Earl Warren Legal Training Program, Inc.

Combined Statement of Income and Expenses

FOR THE YEAR ENDED DECEMBER 31, 1980

(Pre-Audit)

Income			
Public Support			
Individuals	$2,199,419		
Foundations and Restricted Grants	1,257,806		
Corporations	583,793		
Other Organizations	161,118		
Bequests	48,802		
		$4,250,938	
Other Income			
Court Award Receipts, Counsel Fees and Expenses	1,500,237		
(Court award receipts have resulted from cases commenced as far back as 1968 and for intervening years.)			
Investment Income (from donated marketable securities)	108,317		
		1,608,554	
Total			$5,859,492
Expenses			
Program Services			
Legal	$2,533,286		
Community Services	253,592		
Herbert Lehman Education	200,054		
Public Information	64,464		
Earl Warren Legal Training	288,078		
(Law Scholarships, Lawyer Fellowships, and Lawyer Training Institutes)			
		$3,339,474	
Supporting Services			
Management and General	239,968		
Fund Raising	955,838		
		1,195,806	
Total			4,535,280
			1,324,212
Transfer to Reserve for Contingency Fund for Litigation Costs and other needs			1,250,000*
Excess of Income over Expenses and Transfer			$ 74,212

**Between 1975 and 1980, LDF had deficits totalling $1,674,288 which this transfer repays in part.*

A copy of the last audited financial report (1979) is filed with the New York State Department of State and may be obtained by writing to LDF or the New York State Department of State, 162 Washington Avenue, Albany, N.Y. 12231.

A Reserve and Bequest Program

Bequests enable contributors to perpetuate their support for equal rights through the Legal Defense Fund. A simple form of bequest follows:

Form of Bequest:

I give and bequeath..... dollars to the *NAACP Legal Defense and Educational Fund, Inc.*, a charitable and educational corporation organized under the laws of the State of New York with headquarters located at 10 Columbus Circle, New York, New York 10019, to be used for such purposes as may be determined by the Board of Directors.

Bequests may be made contingent upon the death of another beneficiary, or they may be an amount remaining after other obligations are satisfied. Both outright bequests and trusts can be an important factor in reducing federal estate taxes.

You or your attorney may secure additional information by writing:

Jack Greenberg, Director-Counsel
NAACP Legal Defense Fund
10 Columbus Circle
New York, N.Y. 10019

...and Professional Staff

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Director
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Deputy Directors
Allen Black, Jr. — San Francisco
Phyllis McClure — Washington, D.C.
Robert Valder[2] — North Carolina

Educational Programs

Herbert Lehman Education Fund

Consultant
Dr. John W. Davis[3]

Earl Warren Legal Training Program, Inc.

Director
Butler T. Henderson

Development Staff

Anne Dowling
John McDonagh
James R. Robinson
Malcolm W. Rucker

[1]Resigned January, 1981
[2]Resigned January, 1980
[3]Died July, 1980

N.A.A.C.P. Legal Defense and Educational Fund, Inc. & Earl Warren Legal Training Program, Inc.

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JOHN WARREN DAVIS
1888 — 1980

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