

MATTERS OF RECORD

Department of Labor

Office of the Secretary

WASHINGTON

" MATTERS OF RECORD "

The functions of the Director of Negro Economics are advisory to the Secretary on matters manifestly or directly affecting Negro wage-earners. Following the recognition by the Secretary of Labor of the practicability of the Negro wage-earners having representation in the Department of Labor and subsequent appointment of Dr. George E. Haynes as Director of Negro Economics, the new Director visited various points in the South for the purpose of assuring to the Department cooperation of white and colored individuals and white and colored groups. The following are some of the points at which hearty cooperation was secured at first: Richmond, Va.; Raleigh, N. C.; Columbia, S. C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Councils of National Defense, of the Chambers of Commerce, of the U. S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of state conferences of representative white and Negro citizens was called by Governor Bickett on June 19. There were present at this conference, which was held in the office of the Governor, seventeen of the most substantial Negro citizens from all parts of the State, and five white citizens, including Governor Bickett, who presided throughout the conference and took an active part in its discussion. The general plans of the Department of Labor for increasing the morale and efficiency for winning the War were outlined by the Director of Negro Economics and were freely discussed. At the close of the meeting the Governor appointed a Temporary Committee which drafted a constitution providing for a state Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and adjustments for other states, has served as a model for the development of voluntary field organization in four other southern states and six northern states. Governor Bickett was so highly pleased with the results of the conference that he gave a statement to the public press in which he said that it was the most patriotic and helpful conference he had attended.

The Southern Sociological Congress held a state meeting of white and colored citizens from all parts of Mississippi at Gulfport, Miss., on July 12, 1918. The Director of Negro Economics was invited to address this state conference. About 200 white citizens, both business men and planters, and about 75 Negro citizens were in attendance. The Department took advantage of this state gathering to call together those who were especially interested in Negro labor adjustment. The address of the Director of Negro Economics on war labor problems relating to Negroes, given before the Southern Sociological Congress, not only gained a hearty response from whites and Negroes present, but several of the white citizens took an active part in the departmental meetings to work out our plan of state-wide Negro Workers' Advisory Committees with local committees, which plan was adopted.

The meeting of the Southern Sociological Congress was closely followed by a state conference of representative white and Negro citizens at Jacksonville, Fla. This conference was called by Governor Sidney J. Catts, who presided at a number of the sessions. The plan adopted by the conference called for the formation of a state Negro Workers' Advisory Committee, composed of representative Negroes and cooperating white citizens representing the state Council of National Defense and the U. S. Employment Service. A program of activities was worked out which had as its object the promotion of a better understanding in employment matters in Florida and the removal of discontent of workers, in order that greater production of food and supplies might ensue. So great was the enthusiasm of the citizens in Jacksonville that a monster mass meeting was held at which Governor Catts and other prominent officials spoke.

In the meantime, the Virginia organization, through the help of the Negro Organization Society of that state, had been begun, and the first supervisor of Negro Economics was appointed and undertook the direction of the advisory work in that state.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort. Consequently, on August 5, 1918, a conference was called by the Department, with the hearty cooperation of the Federal Director of the U. S. Employment Service and Governor Cox. This conference, which met at the State Capitol, Columbus, was very notable for the number in attendance, representing, as they did, white employers, Negro wage-earners and representatives of white wage-earners. There were in attendance about 125 persons. During the afternoon session Governor Cox gave an address. The conference adopted the usual plan of state organization, and Charles E. Hall, the second supervisor of Negro economics, who had been transferred from the Department of Commerce, was detailed to the state to develop the organization and to supervise the work under the authority of the U. S. Employment Service.

The conference in Kentucky was held on August 6. There were both white and colored representatives in attendance. This conference was unique in that the plan of organization adopted was that of a united war work committee with a special committee of white citizens appointed by the State Council of Defense, as cooperating members. This war work committee included repre-

representatives from the Department of Agriculture, the U. S. Food Administration, the Red Cross, the Council of Defense and the Department of Labor. Governor A. O. Stanley of Kentucky attended the morning session and made an enthusiastic address to the delegates.

By this time, the influence of the state conferences had so proven their value, their effectiveness and their usefulness as a means of starting the state movement and creating good will and favorable sentiment that other conferences have followed almost as a matter of course. Additional conferences have been held later in Georgia, Missouri, Illinois, Michigan, Pennsylvania and New Jersey, and steps have been taken either for conferences or organization of the work in New York and South Carolina.

By the close of the year just passed, and after six months of work, Negro Workers' Advisory Committees, state, county and city, had been wholly or partly formed in ten states and steps had been taken to establish committees in three other states. Nearly all of these committees have white and Negro members or have cooperating white members representing organizations of the white employers and white workers. One of the most significant facts about the invitations and acceptances of service on these committees by white and Negro persons, numbering more than a thousand, is that there has been, so far as we have any record, only one case of a member of one committee whose relationship on the committee has caused friction or made necessary a request for his resignation. There has been the heartiest response for this work from citizens of both races everywhere. Many of them have used their time, their services and their money to further the departmental program.

It is the expressed opinion of competent judges that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both North and South, are in themselves results sufficient to justify this effort of the Department. But even more significant is the fact that these men and women serving on committees are helpfully in touch with scores of thousands of employers and white and Negro workers.

The principles on which the work for Negro wage-earners is based are:

1. Representation: In view of the fact that Negroes constitute about one tenth of the total population of this country and about one sixth of the working population of the country, it is reasonable that they should have representation around the council table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.

2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recognized and dealt with in a statesmanlike way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.

4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as Honorary Chairman of the State Committee. Those present and taking part in the North Carolina Conference were: Dr. A. M. Moore, Rev. P. R. Berry, Bishop H. B. Delaney, Berry O'Kelly, Mrs. Annie W. Holland, Dr. S. G. Atkins, Col. J. H. Young, Prof. J. D. Wray, Prof. L. E. Hall, Mrs. F. C. Williams, Dr. J. B. Dudley, Bishop G. W. Clinton, Prof. C. L. M. Smith, C. C. Spaulding, J. E. Taylor, Capt. L. E. Hamlin, Dr. George J. Ramsey, Ralph Izard, N. C. Newbold, Governor T. W. Bickett.

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to conduct this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference

and have been thoroughly emphasized at every gathering involving Negro Economics as dealt with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U. S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reserve among Negro boys.

A close plan of cooperation has been worked out with the Women's Bureau. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Women's Bureau.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U. S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Dr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U. S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans, endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Fla., Ga., Ala., and Kentucky actively promoted our cooperative plan of organization. In Virginia and Florida, the Executive Secretaries arranged for the appointment of white cooperating committees from the county Councils of those states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our

State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress July 10, and 11, 1918:

July 9, 1918.

"Dr. J. E. McCulloch,
General Secretary, Southern Sociological Congress,
Meridian, Miss.

My dear Dr. McCulloch:

The special War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent production in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energize those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as tather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another in order that the economics fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the Nation.

Above all, every safeguard must be taken to protect the standard of living and the morale of the wage-earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, list we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womanhood and the motherhood of the present and the future.

It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

The American Workingman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W. B. Wilson,

Secretary."

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly, the following are some of the present day results of the Negro Economics work:

Surveys:

A. Negro Labor Supply: Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers' Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairmen of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U. S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that state.

B. Negro Labor Conditions: The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers' Advisory Committees in Illinois and Ohio.

II. Seeking Opportunities and Assistance in Placement of Negro Workers:

Special assistance has been given to the Federal Directors, U. S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are supervisors of Negro

economics. In Illinois, the supervisor of Negro economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with the help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U. S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The supervisor of Negro economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U. S. Employment Service in the seeking of opportunities in the recruiting and placement of other Negro wage-earners. For example, in the District of Columbia a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, Positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. Conferences on Negro Labor Problems:

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois, the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D. C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program (See Exhibit "A") took place. The keynote of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The conference appointed a Continuation Committee which met on February 28 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their service national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among those in the South, about the efforts of the Department. From the Federal Director of the U. S. Employment Service for Mississippi comes the following statement:

DEPARTMENT OF LABOR
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"DIVISION OF NEGRO ECONOMICS"

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Richmond, Va.; Raleigh, N.C.; Columbia, S.C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Council of National Defense, of the Chambers of Commerce, of the U.S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

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3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.
4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as honorary chairman of the State Committee.

Those present and taking part in the North Carolina conference were:

Dr. A.M. Moore
Rev. P.R. Berry
Bishop H.B. Delaney
Berry O'Kelly
Mrs. Annie W. Holland
Dr. S.G. Atkins
Col. J.H. Young
Prof. J.D. Wray
Prof. L.E. Hall
Mrs. F.C. Williams
Dr. J.B. Dudley
Bishop G.W. Clinton
Prof. C.L.M. Smith

C.C. Spaulding
J.E. Taylor
Capt. L.E. Hamlin
Dr. George J. Ramsey
Ralph Izard
N.C. Newbold
Governor T.W. Bickett

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to conduct this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference and have been thoroughly emphasized at every gathering involving Negro Economics as dealt with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U.S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reservé among Negro boys.

A close plan of cooperation has been worked out with the Woman in Industry Service. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Woman in Industry Service.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the Departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U.S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Mr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U.S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Florida, Georgia, Alabama and Kentucky actively promote our cooperative plan of organization. In Virginia and Florida, the Executive Secretary arranged for the appointment of white cooperating

committees from the county Councils of these states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress, July 10 and 11, 1918:

July 9, 1918.

Dr. J.E. McCulloch
General Secretary, Southern Sociological Congress
Meridian, Miss.

My dear Dr. McCulloch:

The special War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent produc-

tion in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

"The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energize those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

"The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

"In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as gather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another, in order that the economic fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the nation.

"Above all, every safeguard must be taken to protect the standard of living and the morale of the wage earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, lest we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

"The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womanhood and the motherhood of the present and the future.

"It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

"The American workman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

"Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W.B. Wilson

Secretary.

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The Departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly the following are some of the present day results of the Negro Economics work:

SURVEYS:

A. Negro Labor Supply:

Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairman of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U.S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that State.

B. Negro Labor Conditions:

The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of

surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers Advisory Committees in Illinois and Ohio.

II. SEEKING OPPORTUNITIES AND ASSISTANCE IN PLACEMENT OF NEGRO WORKERS:

Special assistance has been given to the Federal Directors, U.S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are Supervisors of Negro Economics. In Illinois, the Supervisor of Negro Economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U.S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The Supervisor of Negro Economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U.S. Employment Service in the seeking of opportunities in the recruit-

ing and placement of other Negro wage-earners. For example, in the District of Columbia, a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. CONFERENCES ON NEGRO LABOR PROBLEMS:

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D.C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program took place. (See Exhibit "A"). The key note of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary, and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The Conference appointed a Continuation Committee which met on February 28 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the

welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their services national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among these in the South, about the efforts of the Department. From the Federal Director of the U.S. Employment Service for Mississippi comes the following statement:

"It might be added that the work of Negro Economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys' Working Reserve and Negro Economics. About fifty of these conferences have been held.

"The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactorily."

The following summary, corrected to December 31, 1918, may be added:

FIELD ORGANIZATION:

1. State Supervisors.

The State Supervisors of Negro Economics work under the approval of and in close cooperation with the Federal State Directors of the U.S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the Supervisors may, first, assist the Employment Service in matters of placing Negro workers; and second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their states. Working under the authority of the Employment Service they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees (Subject to correction of figures).

State Committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely, - representative white employers, Negro wage-earners, and white wage-earners, wherever possible. On December 31, 1918, committees had been organized as follows:

3. Tables of details: Approximate Number:

State	State Committees	County Committees	City Committees
Virginia	1	55	5
Ohio	1	31(includes	14)
Georgia	-	23	
Illinois	-	17(includes	
Mississippi	1	8	9
Michigan	1	12(includes	2
Florida	1	15(includes	6)
North Carolina	1	9	6
New Jersey	-	-	1
Pennsylvania	-	-	5
			2

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Mississippi	1	8	"	9
Michigan	1	12	"	2
Florida	1	15	"	6
North Carolina	1	9	"	6
New Jersey	-	-	"	1
Pennsylvania	-	-	"	5

Question 1: Does the Division of Negro Economics, Department of Labor, function as a separate and distinct branch of the Department?

Answer: It does not. This work is a branch of the Office of the Secretary of Labor and is under his personal supervision. It is advisory, on Negro affairs, to the Secretary and to the directors and officials of the several bureaus and services, in matters which directly or manifestly affect Negro wage-earners. The officials who deal with matters affecting Negro wage-earners are not removed from the authority and executive direction of chiefs of the divisions or bureaus under which they are employed. According to the expressed instructions of the Secretary no dual direction of such staff employees is undertaken when dealing with Negro wage-earners. The Division of Negro Economics furnishes advice on work dealing with Negro wage-earners, wherever undertaken, and is kept informed of the progress of such work so that the Department may have the benefit of continued judgment and advice from within the Negro group on such matters.

Question 2: Has the Division of Negro Economics, Department of Labor, any executive powers, and, if so, what are they?

Answer: With reference to the employees on the staff of any of the several divisions or bureaus, the Division of Negro Economics has no executive powers whatever. In order to carry out the advisory function of Negro Economics special assistants have been furnished for the Negro Economics Service through whom it may gather such information about the condition of Negro wage-earners, their relations to white employers and white workers and their relations to the activities of the Department, so that through them the several divisions, bureaus and services of the Department may be informed and advised. This work has not been carried on as a separate Negro bureau. The executive direction of the Division of Negro Economics rests with the Secretary of Labor and with those to whom he delegates it. In the case of such of the assistants in the Negro economics work as are located in particular states, any executive direction of them is carried out under the supervision and approval of the Federal Director of the U. S. Employment Service of the respective states. All the activities and plans of such local assistants are proposed and carried out only with the approval and supervision of the Federal State Directors of the U. S. Employment Service.

It should be added that these field assistants in Negro Economics are few in number, there having been appointed only one in each of ten states, with such limited clerical assistance as their work required as it has developed. The Federal Directors of the U. S. Employment Service have, from time to time, commended the usefulness, tact and judgment of these men in advising them on Negro affairs and assisting them in the work of handling Negro labor.

Question 3: In matters of policy, what is the actual procedure?

Answer: If this question is correctly interpreted it means to inquire what has been the actual practice in using the services of the Division of Negro Economics. This can probably best be answered

through citing, briefly, examples where such service has been rendered. First, the U. S. Employment Service, from time to time, needed Negroes as examiners and recruiters in the handling of Negro labor. Negroes in different localities applied for such work. The Negro Economics division was asked for advice on the qualifications, character and trustworthiness of such applicants. Investigations were made and opinion given the Employment Service on these persons to assist that Service in making selections.

Again, last year, with the taking over of the recruiting and placement of unskilled workers in war industries employing one hundred or more workmen, a number of private employment agencies, both commercial and philanthropic, appealed to the Employment Service to take over their enterprises. Just what policy should be pursued in dealing with these Negro agencies called for a knowledge of Negro affairs from those knowing the inside of Negro life. The Negro Economics Division advised the Employment Service on a line of policy to be pursued towards these agencies, which advice and policy were accepted and adopted. Surveys of available Negro labor and of other conditions connected with the recruiting and placement of Negroes were made for the information and guidance of the Employment Service.

Again, several instances in both northern and southern industrial centers have arisen where considerable race friction developed between white and Negro workers, and the Department was called upon to investigate and to use its good offices for conciliation. In these instances the Division of Negro Economics advised on lines of procedure to get in touch with the best element of colored people in order to know how to deal with the masses in bringing about adjustments in the situation.

Further, the Bureau of Industrial Housing and Transportation, U. S. Housing Corporation, used the Division of Negro Economics for advice on matters of developing room registration for Negro war workers in different localities on getting in touch with the colored people for this purpose and on the community side of its own housing projects for Negro war workers. The Women-in-Industry Service has used the Negro Economics Division for advice on a number of questions arising in various parts of the country on the employment of Negro women.

These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as adviser on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the white citizens of the community, and in each instance white citizens from among the employers of Negro labor, and wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance.

They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such cooperative committees in an effort of its officials to deal with these difficult matters.

Question 5: To what extent, if any, is Negro labor being urged to unionize?

Answer: Negro labor is not being urged to unionize by anyone exercising any authority of this Department. Where charges of such activity have been alleged the Department has taken special pains to make investigations of the action of any of its officials dealing with Negroes and to forestall any such official action or propaganda. It can be said, with confidence, that the employees connected with the Division of Negro Economics have not urged or encouraged Negroes to unionize, and any evidence that any official is engaged in such activity will receive prompt attention.

Question 6: What policy has the Department, if any, concerning Negroes unionizing?

Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of nonunion as well as union wage-earners, white and colored. It is obvious, therefore, that the Department should not and could not have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

Answer: It can be emphatically said that this movement is not being used in any way by agitators and unscrupulous propagandists. Every man and woman, white or colored, who has been asked to serve on any of the advisory committees or to act in any other capacity, officially or unofficially, are persons well known by the local white and colored people to be the most reliable, level-headed, constructive-minded people in their community - people who have lived long in their community and who have the confidence of both races. It is a fact that many careful observers testify that there is unrest and dissatisfaction among Negroes. So far as the Department has any information it is in no way the result of any agitation or activity of those who have taken part in the work of the Department. On the contrary and as a matter of fact, these advisory committees have been the most influential means, both during the War and since the armistice, of removing unrest and dissatisfaction among the Negroes. Public officials and white and colored citizens have written to the Secretary and other

officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this movement has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, those citizens will find that this Department has practically the only movement by means of which bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

Question 8: It has also been charged that industrial leaders and employers have been requested by the Department of Labor to confer with Negro officials of the Department of Labor, Division of Negro Economics. What explanation is there of this feature of complaint?

Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1915, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference to getting effective mobilization of Negro labor for winning the war. These requests were referred to the advisory council of the Department, composed of representatives of employers, of wage-earners, of women, of an economic specialist, and of the general public, of which advisory council the Hon. John Lind of Minnesota was the Chairman. This council recommended the appointment of a special Negro adviser.

Consequently, Dr. Haynes, a Negro, from Nashville, Tenn., was appointed as Director of Negro Economics, upon the recommendation of many persons of both races, North and South, who had known him and his work for a number of years. Among the many endorsements there was a strong one from the Commercial Club of Nashville as follows:

"COMMERCIAL CLUB OF NASHVILLE

March 15th, 1918.

Hon. William Bauchop Wilson,
Secretary of Labor,
Washington, D. C.

Dear Mr. Wilson:

I wired you today as follows:

'The Commercial Club of Nashville representing fifteen hundred of her foremost business and professional men heartily endorse the application of Doctor George Edmund Haynes of Nashville for appointment as adviser to you representing your Department in the study of Negro employment and migration. We believe him to be both by training and education eminently qualified for the position. Our first hand knowledge of his work here justifies our recommendation.'

Confirming the same will say I am sure that you have been made acquainted with the educational qualifications of Dr. George Edmund Haynes for the position he aspires to.

The Commercial Club is in a position to probably know better than any other organization of individuals as to his qualifications for the position he is seeking.

The handling of the Negro is an ever present proposition in the South both industrially and in a civic way. These problems are constantly coming up in the work of the southern commercial organizations, and as an Executive of the Commercial Club I have had opportunities to know of Dr. Haynes' qualifications. He is a student with a broad vision and gifted with executive ability far above the average, and has in addition to these a large fund of good everyday horse sense. I do not believe a better qualified man for the position can be found than Dr. Haynes.

Respectfully,

COMMERCIAL CLUB OF NASHVILLE,

(Signed) W. R. Manier,

Secretary."

When white employers or industrial leaders have been asked to confer with officials of the Department on these matters and it seemed desirable that Dr. Haynes be directly informed of the ideas and opinions of such citizens, the inclinations or feelings of such citizens have been sought before they were asked to see him. If in any case such citizen

showed an inclination not to grant such an interview there has been no plan or disposition to press such a request. In every case where such a request has been made it has seemed desirable that the Negro adviser should have the knowledge coming from white citizens at the time he might give to the Department the necessary information and advice about the conditions and feeling of the Negro workers, if the best results for greater productive effort from these workers is to be obtained.

Department of Labor

DIVISION OF NEGRO ECONOMICS

PLANS OF THE DEPARTMENT RELATING TO NEGRO WAGE-EARNERS:

I. Surveys on Negro Labor Supply and Demand:

As in the past, the Department plans to continue its work to keep informed about the migration and movements of Negro labor and the available supply, shortage or demand in various localities. This is very necessary if both wage-earners and employers are to be served.

II. Investigations of Negro Affairs:

In order to keep informed of what is going on inside the Negro group and the state of mind of the Negro people, it is very necessary for the Department to have its investigators and representatives at the various conferences and meetings of various kinds that Negroes hold; also it is necessary to keep in close touch with Negro neighborhoods and localities.

III. Publication and Publicity of the Facts:

A part of the work will necessarily need to give publication and publicity to such facts and information as will be helpful to employers and in creating goodwill and a spirit of cooperation among white employers, white workers and Negro workers.

The Department has had in mind probably continuing the helpful local conferences of white and colored people to discuss local problems and conditions of labor and to reach agreements and understandings, in order that suspicions and fears may be removed. These steps, however, are never undertaken without the lead and consent of representative white citizens.

IV. Cooperation with White Employers and White Workers:

The Department plans to continue its efforts to secure the cooperation of white employers and white employees who are interested in improving the productive efficiency of Negro workers and improving their relations to white workers and white employers. To this end it will welcome the aid of employers, individually, and of associations of employers, chambers of commerce, councils of national defense, organizations of white workers, agencies and boards that may be interested as well as local officials and local government agencies.

The Department recognizes in this Negro work the local character of the problems between employers and local employees, and that the cooperation of white employers, and, wherever possible, of white wage-earners with Negro wage-earners is indispensable to any amicable adjustment of the delicate and difficult questions that are now confronting agriculture and industry where Negroes are involved.

Conferences and cooperation with employers will be welcomed by the Department looking to the improvement of the productive efficiency of Negro workers along the following lines:

- a. Training of Negro workers, both shop training and common school training.
- b. Housing of Negro workers.
- c. Methods of encouraging thrift and improvement of health of workers.
- d. Provisions for wholesome recreation. The facts show that this is one of the best means of improving regularity and promptness in employment.
- e. Use of Negro workers in as many lines as possible to meet the growing demand for more efficient labor.

V. Advisory Service:

The advisory service to the several bureaus and divisions of the Department in such way as will help in the more effective recruiting and distribution and improvement of Negro workers will be continued.

VI. Necessary to Agriculture and Industry:

It is important to the agriculture and industry of the Country that Negro workers as all other workers should function to 100 per cent of their ability and every facility should be furnished them for this purpose.

VII. Efficiency Campaigns through Volunteer Help:

The present plans of the Department in this connection are to stimulate the cooperative Negro workers advisory committees in the localities where they have been already started to more practical value for increasing the productive power and efficiency of Negro workers and improving their relations to white employers and white workers. The help of white employers is especially needed for this work. The plans contemplate:

1. Series of shop talks to Negroes wherever employers are willing to have competent speakers to come to discuss such questions as promptness, regularity, full-time work, health, thrift and similar questions. Much along this line has already been done with the hearty approval of employers interested.
2. If funds can be procured for it, the Department plans a series of pictures, cartoons and placards on similar topics to those treated in the shop talks.
3. A campaign of education by means of public speeches and printed matter to be presented to Negro audiences wherever they can be reached, urging them to higher standards of sanitation and housing in their neighborhoods. Already the attention of various agencies is being called to the necessity for "clean-up campaigns", "Gardening movements" and the like.

4. A systematic educational campaign through the reliable Negro newspapers on better relations of white employers, white workers and Negro workers; on better improving the efficiency and morale of Negro labor and on stimulating Negroes to improve their conditions.

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DIV OF RESEARCH
1941-1942

Department of Labor
Office of the Secretary
WASHINGTON

Negro Economics - Advisory Service:

1. Study of Negro women in industrial operations to see what is present status.
2. Committee on Unskilled Labor - Association of Corporation Schools - Study Courses.
3. Conference course for colored industrial welfare workers at Hampton and Tuskegee.

Conference of white representatives at call of Mr. Ferguson.
4. Gathering of information by correspondence.
5. Distribution of studies on Negro Labor.
6. Advising bureaus - Women's, Children's, etc., on things involving Negro.
7. Answering correspondence.
8. Analyzing data furnished from Census.

M. of Record

EXTRACT FROM THE RESOLUTIONS OF THE NATIONAL NEGRO BUSINESS LEAGUE,
Atlantic City, N. J.,
Aug. 21, 22, 23, 1918.

We commend the appointment by Secretary Wilson of the Labor Department of Dr. George E. Haynes as representative of the race in the Labor Department, who is rendering valuable service, and we call upon our people everywhere to cooperate with him in the work of his office to increase the efficiency and productiveness of Negro labor.

TELEGRAM

St. Louis, Mo.

Secretary Wm. B. Wilson,
Dept. Labor,
Washington, D. C.

We, the National Baptist Convention, represented by five thousand delegates and representing more than three million Negro Baptists in the United States, most heartily commend your appointment of George E. Haynes as Director of Negro Economics and pledge our loyal support to our Government in all the activities incident to the Great World War.

R. B. Hudson, Secretary
E. C. Morris, President.

EXTRACT FROM THE RESOLUTIONS ADOPTED AT THE INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 and 18, 1919, Washington, D. C., WITH 156 REPRESENTATIVES OF 45 WELFARE ORGANIZATIONS AND AGENCIES, NATIONAL IN SCOPE.

That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

As President of the Negro Fellowship League, I write to express our appreciation of your action in retaining Dr. George E. Haynes as one of your assistants. The Negro race feels that you have recognized our claim to representation in all departments of our democracy. We certainly regret that Congress failed in its appropriations all the more that in spite of the fact you have retained a representative of our race on your staff. Again thanking you, we are

Very truly yours,

President - Negro Fellowship League.

U. S. Employment Service,

Meridian, Miss., January 29, 1919.

From: Federal Director
To: Director General
Subject: Negro Economics Division.

1. In reply to letter from Assistant Director General, dated January 23d, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this Service is providing an office on the same floor as the office of the Federal Director for the Supervisor of Negro Economics. The present Supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal Director in reference to his work.

3. The writer attended the meeting of the Negro State Advisory Board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys' Working Reserve. Cooperation has been obtained from the State Agricultural College, and they have agreed to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the Reserve. Arrangements were made for visiting and organizing Reserves in approximately twenty industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This service will then undertake to place these students in active farm work as soon as school is closed.

4. The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactory.

(Signed) H. H. Weir,

Federal Director.

Personal - Not for Publication.

FUNCTION AND WORK OF THE DIVISION OF NEGRO ECONOMICS

IN THE

OFFICE OF THE SECRETARY OF LABOR

Corrected to March 15, 1919.

I. Reconstruction and Peace Problems:

1. The thousands of Negro workers in war industries who will now be shifted to peace-time industries, along with other workers, need special attention the same as during the period when they were being shifted into war industries.
2. Probably between 400,000 and 500,000 workers have migrated from the South to northern communities. The potential race friction and difficulties of adjustment, both with white wage-earners and industrial communities, where they must find community life with the white residents, are legitimate concerns of this Department.
3. There will be special problems connected with the adjustment of colored women in industry and probably in domestic and personal service calling for advice to the Women in Industry Division.
4. The problems of creating increased efficiency and thrift among Negro workers will be even greater than during the war.
5. In the South the common interest of the white employer who wants to employ the services which the Negro wage-earner has to offer will make the adjustment of the labor situation one of the most far-reaching factors in bringing about just and amicable race relations. These conditions are acute, growing out of the present unsettled conditions following migration and war restlessness of the two races.
6. The adjustment of the farm labor situation in the South is very largely a Negro labor question.
7. The problems of demobilization of the thousands of Negro soldiers will probably call for more tact and judgment than were needed during the period when they were being drafted out of production into the Army. In fact, it is not an exaggeration to say that the return of the Negro soldier to civil life is one of the most delicate and difficult questions confronting the Nation, north and south.

8. The question of living conditions of Negro wage-earners must receive more attention during the period of peace than it could receive during the war period.
9. The problem, therefore, of finding ways by means of which there may be counsel and cooperation between white employers, white fellow employees and Negro wage-earners will probably be more critical with the coming of peace than during the period of the war.

It is the conviction, therefore, of the Director of Negro Economics that some provision should be made for the continuation of this special service in the office of the Secretary. Full provision should be made for giving special attention to the Negro labor problems as they will vitally affect the interests of industry and agriculture throughout the Nation.

It may be well, therefore, to summarize field organization and the work undertaken during the war period, by the Director of Negro Economics, and to point out the utility of the plan for reconstruction and peace needs.

II. Principles on which the work for Negro wage-earners is based.

1. Representation: In view of the fact that Negroes constitute about one-tenth of the total population of this country and about one-sixth of the working population of the country, it is reasonable that they should have representation around the council table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.
 2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recognized and dealt with in a statesman-like way.
 3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.
 4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.
-

III. Functions of the Director of Negro Economics:

1. To advise the Secretary and the directors of the several divisions on matters relating to Negro wage-earners.
2. To outline and direct plans for greater cooperation of Negro workers, with employers and white workers in agriculture and industries.

IV. Field Organization:

1. State Supervisors.

The state supervisors of Negro Economics work in close cooperation with the Federal State Directors of the U.S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the supervisors may, first, assist the Employment Service in matters of placing Negro workers, and, second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their States. Working under the authority of the Employment Service, they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees (Subject to correction of figures).

State committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers, and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely, - representative white employers, Negro wage-earners and white wage-earners, wherever possible. On March 15, 1919, committees had been organized as follows:

3. Table of Details: Approximate Number:

State	State Committees	County Committees	City Committees
Virginia	1	55	5
Ohio	1	31 (includes	14)
Georgia	-	28	-
Illinois	-	17 (includes	9)
Mississippi	1	8	2
Michigan	1	12 (includes	6)
Florida	1	15 (includes	6)
North Carolina	1	9	1
New Jersey	-	-	5
Pennsylvania	-	-	2

V. Samples of work done through the Negro Workers' Advisory Committee and Supervisors of Negro Economics during the war period:

1. Assistance has been given the U.S. Employment Service, North and South, in the recruiting and placement of Negro wage-earners.
2. Educational campaigns have been carried on to inform Negroes of the relation of their work to winning the war and of the necessity of 100 per cent production. This has been done through mass meetings, churches, lodges, societies, posters, literature, etc.
3. Housing, sanitation and general conditions: Efforts were made to induce employers to look after sanitation in industrial towns and camps. Employers and contractors were appealed to on the ground that proper conditions produce greater regularity, stability and contentment among Negro workers.
4. Efficiency Campaign: Shop talks on the Nation's need, the Negro's opportunities for large earnings, on race pride, promptness, regularity and full time work have been given. Employers and other citizens have gladly arranged hours for such work and have commended the efforts.
5. Compulsory labor legislation applied to women: This question has been dealt with in several localities in two ways:
 - a. Through a campaign of education among Negro workers by which an effort was made to show them that the proper response to the call for war labor would prevent the passage of compulsory legislation, or the applying of the "Work-or-fight Principle" to women.
 - b. Through meeting of state and city officials, the greater effectiveness of persuasion has been presented as against compulsory legislation.
6. Conferences of representatives of Negro wage-earners, employers and white wage-earners were held in nine states, and in a number of localities.
7. Carefully selected information about the Negro labor conditions were secured from responsible observers in various localities of different states from time to time. This served to guide the Department in meeting war labor needs.

VI. Utility of the plan for Reconstruction and Peace needs:

The utility of this plan, as carried out during the war, for peace needs may be clearly seen from a review of the nine (9) items named as reconstruction and peace problems. Furthermore, the questions of race relations will probably affect and modify labor problems, so far as they relate to Negroes, for an indefinite period. There will be need of a constructive plan of organization and program of work, such as have been carried out during war times, to create better feeling between white employers, white workers and Negro wage-earners and to increase their opportunities for profitable employment.

The combination of white and colored citizens as volunteers on local committees advising and cooperating together and with the officials of the Department of Labor may be regarded as a most desirable means of securing the largest result in applying the national policies and standards of the Department to local problems. These committees will help the Department in its attempts to apply these policies and standards through the several divisions of the Department which may be continued into peace times, so far as they deal with Negro wage-earners. In fact, already these Negro Workers' Advisory Committees and the State Supervisors of Negro Economics have very quickly readjusted their war plans and program for cooperation with the Councils of Defense, the Community Labor Boards, the Federal Directors of the U.S. Employment Service and all the other divisions of the Department in the readjustment problems now upon us.

(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

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(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

401-39
Div. of Negro Economics
1943

U. S. Employment Service,

9 Franklin Street, Newark, N. J.
April 2, 1919.

Prof. Geo. E. Haynes,
Director of Negro Economics,
Washington, D. C.

My dear Dr. Haynes:

It is my understanding that you desire an expression of opinion as to the work of the Bureau of Negro Economics.

I am glad to inform you that it is our understanding that Negro advisory committees have been organized in the principal industrial centers throughout the State. These committees hold regular meetings at which Mr. Ashby (Supervisor of Negro Economics for New Jersey) is often present and he addresses these groups on matters relative to the situation pertaining to Negro labor in the State and advises them as to how they can make the best of their opportunities. Committees of this character have been helpful into the offices in the matter of opportunities for colored men and women, and also in moulding sentiment in favor of colored workers.

The Camden, N. J., Committee is doing an especially fine piece of work in the interest of the returning colored soldiers. Mr. Ashby personally attends the meetings of the welfare organizations wherever it is possible in the State, giving specific attention to the benefits that may accrue to the colored workers.

Personally, I can only speak in the highest terms of the work which he has been enabled to accomplish for the benefit of the Negro worker of New Jersey. I feel quite satisfied that responsive to the energetic work which he has performed that various colored organizations throughout the State found it advisable for their best interests to send telegrams to the various Washington representatives asking for continuation of the U. S. Employment Service.

Very truly yours,

(Signed) J. Spitz,

Asst. Federal Director of Employment for N. J.

U. S. EMPLOYMENT SERVICE

74 East Gay St., Columbus, Ohio, April 9, 1919.

Mr. Ethelbert Stewart,
Director of Investigation & Inspection Service,
Office of the Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Stewart:

Mr. Charles E. Hall, who has been Supervisor of Negro Economics in Ohio, handed me a copy of your letter of March 27th with reference to his reports being made through the office of the Federal Director for Ohio.

Mr. Hall has been located in the office of the Federal Director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly yours,
(Signed) C. H. Mayhugh,
Acting Federal Director for Ohio.

1423 Newton Street, Wash., D. C., July 9, 1919.

Dr. George E. Haynes,
Director of Negro Economics, Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

I very much regret to learn that failure of appropriations has made it necessary to discontinue the work which has been carried on by Mr. Charles E. Hall, Supervisor of Negro Economics for Ohio.

Mr. Hall Assisted the Employment Service in every possible way in recruiting labor during the war and in the readjustment of labor after the signing of the armistice.

The big task before him at this time is to assist in crystallizing the best thought and carrying out the best possible plans for improving housing conditions and aiding the Negroes to become satisfactorily adjusted to the new industrial condition which confronts them. His work, I believe, has been a real factor in preventing the development of radical unrest among the Negroes in Ohio.

My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly yours,
(Signed) Fred C. Croxton.

Department of Labor

OFFICE OF THE SECRETARY

Investigation and Inspection Service

Division of Negro Economics: Expenses - Mar. 15 to June 15, 1919.

Salaries (19) people	\$7,295.35	\$7,295.35
Travel:		
Per diem	584.00	
Transportation	6.58	
Miscellaneous	153.30	743.88
**Supplies	3.35	3.35
Rent	145.45	145.45
Telegraph	29.69	29.69
Telephone	12.57	12.57
Outstanding Transportation requests	615.40	615.40
Estimated outstanding bills unpaid	800.00	800.00
		<hr/>
Total		\$9,645.00

**Does not include supplies furnished from stock.

142 E. 9th St., Middletown, Ohio,
July 14, 1919.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

We knew nothing of the results that could be derived from aggression in the Department of Labor until we came in touch with Mr. Charles E. Hall, who wrote to us from 74 E. Gay Street, Columbus, Ohio.

Through his persistence, much of the unrest in labor circles among Negroes in this County has been alleviated; they believe the Government is interested in their welfare and we have set to work with new zeal.

Many are buying homes, and Middletown claims the honor of having the third "Savings and Loan Association" (Colored) in this State. This "Savings and Loan Association" was recommended and the Constitution and By-Laws were written and given to us by Mr. Charles E. Hall.

We feel, that the absence of Mr. Hall will be a great loss to the best interests of the Negro in Ohio. Therefore, according to the request of the colored people of this city, and by the unanimous vote of the Directors of "The Progressive Savings and Loan Association" of Middletown, Ohio, this request is sent to you, asking you to use your influence that Mr. Hall may be continued Supervisor of Negro Economics in Ohio.

Believing you will do the best you can for the development of the State and Country, we await your action.

Respectfully,
(Signed) B. Whitney Clark,
Pastor, Second Baptist Church.

1025 Twelfth Street,
August, Ga., July 6, 1919.

To whom it may concern:

This is to certify that the following resolution was unanimously adopted at the recent annual meeting of the National Association of Teachers in Colored Schools, held at Orangeburg, S. C., July 26 - Aug. 2, 1919.

(Signed) Silas K. Floyd,
Executive Secretary and Chairman,
Publicity Committee, N. A. T. C. S.

THE DEPARTMENT OF NEGRO ECONOMICS

We, the members of the National Association of Teachers in Colored Schools, in annual convention assembled, note with great satisfaction the announcement of Hon. William B. Wilson, Secretary of Labor, that he will continue the advisory service in the Department of Labor under the direction of Dr. George E. Haynes, Director of Negro Economics, and that he will make such provision for maintaining it as is possible under the curtailed appropriations made by Congress. We express our hearty commendation of the action of the Secretary of Labor and assure him of our continued cooperation and assistance in dealing with problems affecting the Negro wage-earners of the country, especially as to their relations with white employers and white workers.

MODEL CONSTITUTION FOR
LOCAL NEGRO WORKERS ADVISORY COMMITTEE

Article I. NAME: The name of this committee shall be The Negro Workers Advisory Committee.

Article II. PURPOSE: The purpose of this committee shall be to study, plan and advise in a cooperative spirit and manner with employers of Negro labor, with white workers, with Negro workers and with the United States Department of Labor in securing greater production in industry through increasing regularity, application and efficiency and through improving the general ~~xxxxix~~ condition of workers.

Article III. MEMBERSHIP: The membership of this committee shall be composed of not more than thirty persons, men and women of the northwest. At least five members shall be women.

Article IV. APPOINTMENTS: The members of this committee shall be appointed by the Secretary of Labor, who shall also designate the chairman and the Secretary.

Upon the first appointment the members shall be divided into three groups to serve six, nine and twelve months respectively. Thereafter, one-third of the membership of the committee shall be appointed every six months to serve for a term of eighteen months, subject to reappointment. The chairman and the secretary shall serve for a period of six months each, subject to reappointment. A Treasurer shall be elected by the Committee. He shall be under bond for the faithful performance of such duties as the committee may designate.

Article V. MEETINGS: The advisory Committee shall meet at least once every month and at such other times as the committee may decide. Seven members shall constitute a quorum. The chairman shall be required to call a meeting upon the written request of five members.

Article VI. BY-LAWS: The Committee shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Central Advisory Committee.

Article VII. POWERS OF THE COMMITTEE: The Committee shall transact all business, make plans, ~~xxxxix~~ enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Central Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article VIII. FINANCES: This organization shall not have power or authority to incur expenses or contracts, which shall in any way obligate the United States Department of Labor. No debt shall be incurred by this committee unless previously provided for. The Treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such banks or trust companies as the committee shall decide.

Article IX.- AMENDMENTS: Amendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendments shall be approved by the Central Committee and the United States Department of Labor.

Section 3. The meeting place of the Advisory Committee and the Executive Board shall be at the office of the Governor of the State, unless otherwise ordered by the Executive Board and approved by the Department of Labor.

Article VII. BY-LAWS: The Executive Board shall make such by-laws and rules for the conduct of business as seen best, subject to the approval of the Advisory Committee and the Department of Labor.

Article VIII. POWERS OF THE EXECUTIVE BOARD: The Executive Board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article IX. COUNTY AND LOCAL COMMITTEES: The Department of Labor shall appoint for each county and locality of the State, having a sufficient Negro population, a county or local Negro Workers Advisory Committee of not more than nine persons. At least two of the members shall be women. The local superintendent of the U.S. Employment Service or the chairman of the Community Labor Board shall be ex-officio member of the county or local committee.

Article X. FINANCES: Neither this organization, its Executive Board, or the County or local Advisory Committee shall have power or authority to incur expenses or make any financial agreements or contracts, which shall in any way obligate the state of Michigan or the United States Department of Labor. No debts shall be incurred by this committee or its Executive Board or by any county or local committee unless previously provided for. The treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such bank or trust companies as the Executive Board shall decide.

Article XI. AMMENDMENTS: Ammendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this Committee, provided such ammendment shall have been previously approved by the United States Department of Labor.

Division of Higher Economics
RG 179
Gen. Rec. of the Labor Dept.
1919-1921
Box 183

NEGRO ECONOMICS IN FLORIDA

This work was started after a conference of white and colored citizens called by the Governor. The work proceeded in orderly fashion, being commended on all sides by both white and colored citizens, and was very effective in increasing the morale, efficiency and contentment of Negro workers in many parts of the State during the War and throughout the period of restlessness just after the Armistice was signed.

Representatives of a lumber association in Florida became disturbed, it seems over material which appeared in colored newspapers and magazines of the so-called inflammatory type, the articles in which are sent into Florida and other southern states from the North, and confused the Negro Economics work with the so-called inflammatory propaganda, alleging some connection of the departmental representative with this literature.

Upon recommendation of the Governor of Florida, the Secretary of Labor temporarily suspended the Negro economics work in Florida. Thereafter, the Secretary sent two inspectors to Florida to look into the situation, both among white and colored people. These inspectors, without the knowledge of the Negro representative in Florida, went over the State wherever he had been, and interviewed employers and employees. In all this search no evidence could be obtained that showed that in any way the departmental representative had had anything to do with any unrest among Negroes, but, rather, that he had had a great deal to do towards removing discontentment among them.

The agents of the lumber interests admitted to the inspectors of the Department that there were no grounds for lodging a case against the departmental representative or the departmental work in Florida. The whole situation indicated that there were newspaper statements which created misunderstanding throughout the State, but the results of the inspectors' work disclosed no facts at the bottom of these newspaper statements which reflected upon the conduct of the work as a basis for the newspaper statements.

All of the Negroes connected with the work throughout the State, as well as the Negro supervisor, were well known by the substantial white and colored citizens. The supervisor, himself, had been a mechanic, a teacher and an owner of a business for a number of years in Florida.

The full records of the Department on this whole matter are open to inspection.

STATEMENTS FROM COOPERATING WHITE MEMBERS OF NORTH CAROLINA NEGRO WORKERS
ADVISORY COMMITTEES

In reply to your letter of May 24th, I am of the opinion that the work being done by your Department is useful and successful. Recently I listened to a speech by your Assistant Supervisor, and I think he handles his subject well."

Very truly yours,
(Signed) J. E. Latham,
J. E. Latham Company, Greensboro, N. C.

I have received your interesting letter of May 24th and I cordially approve your efforts to improve the efficiency of Negro workers and to create a better understanding between white employers and colored workers through the cooperative medium of the local Negro Advisory Committees. It is advisable of course to avoid the multiplying of similar undertakings and to concentrate or coordinate the purposes of the Department of Labor in bringing about the desired mutual understanding. I will be glad to cooperate in a reasonable way.

Yours truly,
(Signed) James Sprunt,
Henderson Sprunt & Son, Wilmington, N. C.

Our requests to your Department have always been most courteously attended to and matters of real interest and value to us have invariably been the result.

I feel that there is great need for your Department in the South, particularly in the industrial sections thereof.

Yours very truly,
(Signed) J. E. S. Thorpe,
Tallassee Power Company, Badin, N. C."

It is my opinion that the plan mapped out by the Department of Labor, as explained by you, is an excellent one and that with proper cooperation from both sides it can be developed for great good to both employer and employee. I shall be glad to do what I can to further the purposes of the organization at all times.

Yours truly,
(Signed) John G. Bragaw, Jr.,
Guano Manufacturer, Washington, D. C.

January 27, 1920.

X.....X
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: IN THE MATTER OF :
:
: The Model Village of North Badin, N.C., : Brief Study and Report
: : of the Director of Negro
: : Economics following his
: : visit November 23, 1919.
: :
: : of the Tallassee Power Company. :
: :
X.....X

I. FOREWORD.

Supplementary to my memorandum of November 1, 1919, to the Secretary I have the honor to submit the following brief report in the above entitled matter, in accordance with instructions of the Assistant Secretary.

It will be recalled that North Carolina was the first state into which the work of the Department, in Negro Economics, was carried. Following the North Carolina conference in June 1918 and the appointment, for that State, of a supervisor of Negro Economics, Dr. A.M. Moore, the members of the State Negro Workers Advisory Committee were appointed, and the formation of state-wide city and county auxiliary committees was begun. Thereafter the North Carolina economic conditions were surveyed, and reports were submitted to this office touching upon favorable and unfavorable circumstances which were found in North Carolina.

Among significant conditions which pointed strongly to the full understanding by some North Carolina employers of the joint needs of employers and employees were the conditions which the Tallassee Power Company had grasped with the idea of making as attractive as possible the circumstances and surroundings of its working classes. The North Carolina supervisor dispatched a special agent to visit the plant of this company, and so splendid were the conditions of labor, of life, and of morale among the employees of the Tallassee Power Company at North Badin, N.C., that the Department of Labor, thru its Information and Education Service issued a release in which these conditions were

specified (A copy of this release - March 19, 1919, is attached hereto and made a part hereof).

The local Negro Workers Advisory Committee of Badin, N.C. had been able to present to the Tallassee Power Company the aims and policies of the Department of Labor for Negro wage-earners and had been augmented by the membership of Mr. J.E. S. Thorpe, Superintendent of the Tallassee Power Company, who at once linked up with the Department of Labor the efforts which his company had begun in 1917.

Throughout the year the Badin Committee, the officials of the Tallassee Power Company, and the officials of the City of Badin worked hand in hand in a complete program which had as its objective the making of North Badin into a model city. Hence, it was the desire of all that at some future day the Director of Negro Economics might visit North Badin, inspect the plant of the Tallassee Power Company and make a brief study of the social and economic conditions of North Badin. November 23, 1919, was the earliest date on which it was practical to make such a visit.

II. Statement of facts.

The growth of Badin was rapid and November 23, 1919, found it a busy city of 2,000 inhabitants from 20 states and three foreign countries, of which 1700 were employees of the Tallassee Power Company. North Badin was comprised of the Negro inhabitants, of whom 900 are employees of the above named company. I noted that Badin was apparently built rather than developed, as are most cities; for poor quarters, alleys and unpainted houses, poorly lighted streets, irregular business sections, dives and retreats had not apparently existed from the beginning. On the other hand, I found well laid off streets, paved and concrete sidewalks, painted cottages with electric lights, running water, with sewerage systems, gardens, high pressure fire plugs and hose houses in every section of the town. Within the town I noted simple-hearted, good natured Negro citizens, comprised of laymen, professional and business men. In the mind there seemed to remain no doubt as to the Negro's ability to develop if given kind encouragement and left unhindered.

The Tallassee Power Company is engaged in the business of making aluminum. At once I noticed its belief that if the proper incentive is held out to workers good results will follow. Its officials seemed whole-heartedly to realize that the human element is, after all,

the greatest consideration in dealing with capital and labor.

During the summer of 1917 the attitude of the Company had been plainly set forth when, in order to promote the welfare of its workers, it established a school in two well equipped buildings with two teachers. In 1918 an additional school building was erected on the school ground and six teachers were employed, including a teacher of domestic art. A night school was opened, also, for the workers. The 1918 enrollment included eight teachers, among whom was a teacher of school music and of industrial training.

A splendid sympathetic contact seemed to be the rule between the Company's managers and its colored laborers, the managers appearing to be honestly interested in the general welfare of the laborer.

One touching and outstanding feature was the presence of many crippled men employed by the Company, giving strong evidence of its readiness to assist the colored man who was willing to work.

Colored men of North Badin initiate their own business enterprises under the management of their own people. Within the rules of the Company there is a system of self government requiring each man to report to work at the proper time, and to leave at the proper time.

Included in this system of self government, I found a ward arrangement, which is described briefly on the attached circular. This ward arrangement permitted the prompt handling of civic questions and the complete assistance to city officials of each and every resident of North Badin.

Among the outstanding features of North Badin there is tabulated below a significant list ^{which} does, indeed, speak for itself:

A. Economic.--

1. STEADY EMPLOYMENT in a year-round plant.
2. SEVERAL KINDS OF EMPLOYMENT, permitting a worker to be transferred where he thinks he is better fitted and will be more satisfied.
3. WORK THAT REQUIRES no apprenticeship or previous experience, so that a worker earns full pay from the beginning.
4. GOOD WAGES, paid every week, with a bonus for a full

week's work and a graded increase with length of service.

5. A RELIEF DEPARTMENT for emergency cases, sickness or injury, and a death benefit of \$100.
6. A FIRST AID SERVICE and a modern hospital for efficient and immediate free treatment.
7. BOARD AND LODGING for single men at reasonable rates in boarding houses, cafes and private homes.
8. HOMES SOLD on a 20-year payment plan, the payments amounting to the usual monthly house rent.
9. HOUSE RENT more than reasonable, and all homes furnished with electric lights, running water and sewer. All houses are painted, ceiled and well-built; each lot has a front yard, chicken yard and garden plot, with a back alley for the collection of trash and garbage which is removed free of charge.
10. STORES AND BUSINESS HOUSES anxious to serve all, at current prices, for cash or on the installment plan.
11. NEGRO BUSINESS MEN have a genuine welcome in this community where opportunities for successful enterprises are unexcelled.

B. Educational.-

1. A NINE MONTHS' SCHOOL of 12 grades, with a principal and six (6) teachers. The new school building (in course of erection) is an exact duplicate of the school for white children; it occupies a whole block for adequate play-grounds and playground equipment.
2. A DOMESTIC SCIENCE DEPARTMENT which teaches the girls to be sufficient home-makers.
3. A MANUAL TRAINING DEPARTMENT which teaches the boys to be useful with their hands in house carpentry, cabinet making and trades.
4. A NIGHT SCHOOL for men and women who wish to improve their education.
5. A CONSERVATORY OF MUSIC with four (4) specialists in musical education who teach all branches of music, vocal and instrumental.
6. THE COMMUNITY BUILDING erected at a cost of \$ where public meetings, lectures, concerts and entertainments of all kinds are regularly provided.

C. Moral, -

1. FIVE GROWING CHURCHES; one building (A.M.E.Z.) erected at a cost of \$; another (Baptist) in course of erection to cost \$. Other buildings will be erected as fast as the congregations are solidified.
2. THE MINISTERIAL UNION, including all the Badin Pastors and preachers.
3. THE HEALTH DEPARTMENT headed by a colored physician and community nurse, which regulates the public health and teaches hygiene and sanitation.
4. A GROWING COMMUNITY OPINION and a police department which discourage vice and disorder and give protection to all law-abiding citizens.
5. A COMMUNITY free from the curse of strong drink and its resulting lawlessness, where there is no traffic in blockade liquor.
6. THE WOMEN'S CLUB, a member of the North Carolina Federation of Colored Womens' Clubs, which is promoting better morals and a higher appreciation of womanhood.

D. Social, -

1. A TRAINED, SALARIED, full time Negro Welfare Worker to look after the interests of Negro employes, to promote a better and more wholesome community life and to direct the energies of the workers along helpful lines when their work is over.
2. A WARD SYSTEM of local self-government, consisting of four (4) Ward Committees with a Chairman and six (6) Street Captains in each Committee, popularly elected. This form of organization leaves practically all the civic and social life of the community under the control of the workers themselves and emphasizes the responsibilities and duties, as well as the privileges, of citizenship.
3. COMMITTEE ON PUBLIC WELFARE. This is the highest body under the Ward System and is composed of the Ward Chairmen and the heads of all general organizations. The Director of Welfare Work is the president.
4. SOCIAL WELFARE organizations (not previously mentioned):
 - a. Business League (Branch of Nat'l. Negro B.L.)
 - b. Fire Department (Six companies)
 - c. Athletic Association (Including all sports)
 - d. Gladiators Athletic Club & Dancing Class

- e. Badin Guards (Returned soldiers)
- f. The Harmony Club (Includes band, orchestra, glee club, quartet, and other musical groups)
- g. Badin Stock Company (Commercial)

5. AMUSEMENTS AND RECREATION:

- a. Pool room
- b. Athletic sports
- c. Dance hall
- d. Fishing
- e. Children's playground
- f. Moving pictures
- g. Church entertainments
- h. Private parties, banquets, etc.

6. LODGES AND SECRET ORDERS. The Masons, Elks, Odd-Fellows, Knights of Pythias, Supreme Circle and the Court of Calantha have lodges and lodge-halls in Badin.

7. READING ROOM and news stand. Biddle House is a sort of community center with a private dining room, reading room and news stand where the leading white and colored papers and magazines are sold and books may be read. Special recitals, entertainments and meetings are held in the reading room.

III. Conclusions.-

Appended hereto is a copy of the Badin Bulletin, ^{to} pages 21 and 22 of which attention is respectfully invited. In this connection I have respectfully to make the following conclusions:

1. Such a comprehensive program as the Tallahassee Power Company has inaugurated for its working classes is exemplary of the farsighted vision of its employer.
2. In the carrying out of such a program the Tallahassee Power Company insures its business stability by insuring, in turn, the complete contentment of its working classes.
3. Contented working classes mean nothing more nor less than a contented citizen who at once becomes more than an ordinary asset to his State and Federal Government, and to the economic forces of the Country.
4. The needs felt and administered to by the Tallahassee Power Company might well be considered by other employers, since the "experiment" is no longer an experiment, but,

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rather, it is a proven panacea for a large proportion of labor difficulties and misunderstandings existing between employers and employees.

Respectfully,

Director, Negro Economics.

P/MLC

Department of Labor

Office of the Secretary

WASHINGTON

" M A T T E R S O F R E C O R D "

The functions of the Director of Negro Economics are advisory to the Secretary on matters manifestly or directly affecting Negro wage-earners. Following the recognition by the Secretary of Labor of the practicability of the Negro wage-earners having representation in the Department of Labor and subsequent appointment of Dr. George E. Haynes as Director of Negro Economics, the new Director visited various points in the South for the purpose of assuring to the Department cooperation of white and colored individuals and white and colored groups. The following are some of the points at which hearty cooperation was secured at first: Richmond, Va.; Raleigh, N. C.; Columbia, S. C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Councils of National Defense, of the Chambers of Commerce, of the U. S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of state conferences of representative white and Negro citizens was called by Governor Bickett on June 19. There were present at this conference, which was held in the office of the Governor, seventeen of the most substantial Negro citizens from all parts of the State, and five white citizens, including Governor Bickett, who presided throughout the conference and took an active part in its discussion. The general plans of the Department of Labor for increasing the morale and efficiency for winning the War were outlined by the Director of Negro Economics and were freely discussed. At the close of the meeting the Governor appointed a Temporary Committee which drafted a constitution providing for a state Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and adjustments for other states, has served as a model for the development of voluntary field organization in four other southern states and six northern states. Governor Bickett was so highly pleased with the results of the conference that he gave a statement to the public press in which he said that it was the most patriotic and helpful conference he had attended.

The Southern Sociological Congress held a state meeting of white and colored citizens from all parts of Mississippi at Gulfport, Miss., on July 12, 1918. The Director of Negro Economics was invited to address this state conference. About 200 white citizens, both business men and planters, and about 75 Negro citizens were in attendance. The Department took advantage of this state gathering to call together those who were especially interested in Negro labor adjustment. The address of the Director of Negro Economics on war labor problems relating to Negroes, given before the Southern Sociological Congress, not only gained a hearty response from whites and Negroes present, but several of the white citizens took an active part in the departmental meetings to work out our plan of state-wide Negro Workers' Advisory Committees with local committees, which plan was adopted.

The meeting of the Southern Sociological Congress was closely followed by a state conference of representative white and Negro citizens at Jacksonville, Fla. This conference was called by Governor Sidney J. Catts, who presided at a number of the sessions. The plan adopted by the conference called for the formation of a state Negro Workers' Advisory Committee, composed of representative Negroes and cooperating white citizens representing the state Council of National Defense and the U. S. Employment Service. A program of activities was worked out which had as its object the promotion of a better understanding in employment matters in Florida and the removal of discontent of workers, in order that greater production of food and supplies might ensue. So great was the enthusiasm of the citizens in Jacksonville that a monster mass meeting was held at which Governor Catts and other prominent officials spoke.

In the meantime, the Virginia organization, through the help of the Negro Organization Society of that state, had been begun, and the first supervisor of Negro Economics was appointed and undertook the direction of the advisory work in that state.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort. Consequently, on August 5, 1918, a conference was called by the Department, with the hearty cooperation of the Federal Director of the U. S. Employment Service and Governor Cox. This conference, which met at the State Capitol, Columbus, was very notable for the number in attendance, representing, as they did, white employers, Negro wage-earners and representatives of white wage-earners. There were in attendance about 125 persons. During the afternoon session Governor Cox gave an address. The conference adopted the usual plan of state organization, and Charles E. Hall, the second supervisor of Negro economics, who had been transferred from the Department of Commerce, was detailed to the state to develop the organization and to supervise the work under the authority of the U. S. Employment Service.

The conference in Kentucky was held on August 6. There were both white and colored representatives in attendance. This conference was unique in that the plan of organization adopted was that of a united war work committee with a special committee of white citizens appointed by the State Council of Defense, as cooperating members. This war work committee included repre-

representatives from the Department of Agriculture, the U. S. Food Administration, the Red Cross, the Council of Defense and the Department of Labor. Governor A. O. Stanley of Kentucky attended the morning session and made an enthusiastic address to the delegates.

By this time, the influence of the state conferences had so proven their value, their effectiveness and their usefulness as a means of starting the state movement and creating good will and favorable sentiment that other conferences have followed almost as a matter of course. Additional conferences have been held later in Georgia, Missouri, Illinois, Michigan, Pennsylvania and New Jersey, and steps have been taken either for conferences or organization of the work in New York and South Carolina.

By the close of the year just passed, and after six months of work, Negro Workers' Advisory Committees, state, county and city, had been wholly or partly formed in ten states and steps had been taken to establish committees in three other states. Nearly all of these committees have white and Negro members or have cooperating white members representing organizations of the white employers and white workers. One of the most significant facts about the invitations and acceptances of service on these committees by white and Negro persons, numbering more than a thousand, is that there has been, so far as we have any record, only one case of a member of one committee whose relationship on the committee has caused friction or made necessary a request for his resignation. There has been the heartiest response for this work from citizens of both races everywhere. Many of them have used their time, their services and their money to further the departmental program.

It is the expressed opinion of competent judges that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both North and South, are in themselves results sufficient to justify this effort of the Department. But even more significant is the fact that these men and women serving on committees are helpfully in touch with scores of thousands of employers and white and Negro workers.

The principles on which the work for Negro wage-earners is based are:

1. Representation: In view of the fact that Negroes constitute about one tenth of the total population of this country and about one sixth of the working population of the country, it is reasonable that they should have representation around the council table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.

2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recognized and dealt with in a statesmanlike way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.

4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as Honorary Chairman of the State Committee. Those present and taking part in the North Carolina Conference were: Dr. A. M. Moore, Rev. P. R. Berry, Bishop H. B. Delaney, Berry O'Kelly, Mrs. Annie W. Holland, Dr. S. G. Atkins, Col. J. H. Young, Prof. J. D. Wray, Prof. L. E. Hall, Mrs. F. C. Williams, Dr. J. B. Dudley, Bishop G. W. Clinton, Prof. C. L. M. Smith, C. C. Spaulding, J. E. Taylor, Capt. L. E. Hamlin, Dr. George J. Ramsey, Ralph Izard, N. C. Newbold, Governor T. W. Bickett.

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to conduct this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference

and have been thoroughly emphasized at every gathering involving Negro Economics as dealt with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U. S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reserve among Negro boys.

A close plan of cooperation has been worked out with the Women's Bureau. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Women's Bureau.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U. S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Dr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U. S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans, endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Fla., Ga., Ala., and Kentucky actively promoted our cooperative plan of organization. In Virginia and Florida, the Executive Secretaries arranged for the appointment of white cooperating committees from the county Councils of those states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our

State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress July 10, and 11, 1918:

July 9, 1918.

"Dr. J. E. McCulloch,
General Secretary, Southern Sociological Congress,
Meridian, Miss.

My dear Dr. McCulloch:

The special War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent production in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energize those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as tather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another in order that the economics fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the Nation.

Above all, every safeguard must be taken to protect the standard of living and the morale of the wage-earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, list we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womenhood and the motherhood of the present and the future.

It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

The American Workingman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W. B. Wilson,

Secretary."

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly, the following are some of the present day results of the Negro Economics work:

Surveys:

A. Negro Labor Supply: Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers' Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairmen of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U. S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that state.

B. Negro Labor Conditions: The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers' Advisory Committees in Illinois and Ohio.

II. Seeking Opportunities and Assistance in Placement of Negro Workers:

Special assistance has been given to the Federal Directors, U. S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are supervisors of Negro

economics. In Illinois, the supervisor of Negro economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with the help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U. S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The supervisor of Negro economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U. S. Employment Service in the seeking of opportunities in the recruiting and placement of other Negro wage-earners. For example, in the District of Columbia a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, Positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. Conferences on Negro Labor Problems:

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois, the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D. C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program (See Exhibit "A") took place. The keynote of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The conference appointed a Continuation Committee which met on February 26 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their service national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among those in the South, about the efforts of the Department. From the Federal Director of the U. S. Employment Service for Mississippi comes the following statement:

"It might be added that the work of Negro Economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys' Working Reserve and Negro Economics. About fifty of these conferences have been held.

The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactorily."

The following summary, corrected to December 31, 1918, may be added:

Field Organization:

1. State Supervisors: The State Supervisors of Negro Economics work under the approval of and in close cooperation with the Federal State Directors of the U. S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the supervisors may, first, assist the Employment Service in matters of placing Negro workers; and, second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their states. Working under the authority of the Employment Service they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees: State Committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely: - representative white employers, Negro wage-earners, and white wage-earners, wherever possible. On December 31, 1918, committees had been organized as follows:

State	State Committees	County Committees		City Committees
Virginia	1	55		5
Ohio	1	31	includes	14
Georgia	-	28		
Illinois	-	17		
Mississippi	1	8	"	9
Michigan	1	12	"	2
Florida	1	15	"	6
North Carolina	1	9	"	6
New Jersey	-	-	"	1
Pennsylvania	-	-	"	5

DEPARTMENT OF LABOR
Office of the Secretary
Washington

"DIVISION OF NEGRO ECONOMICS"

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MATTERS OF RECORD

The functions of the Director of Negro Economics are advisory to the Secretary on matters manifestly or directly affecting Negro wage-earners. Following the recognition by the Secretary of Labor of the practicality of the Negro wage-earners having representation in the Department of Labor and subsequent appointment of Dr. George E. Haynes as Director of Negro Economics, the new Director visited various points in the South for the purpose of assuring to the Department cooperation of white and colored individuals and white and colored groups. The following are some of the points at which hearty cooperation was secured at first:

Richmond, Va.; Raleigh, N.C.; Columbia, S.C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Council of National Defense, of the Chambers of Commerce, of the U.S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of state conferences of representative white and Negro citizens was called by Governor Bickett on June 19. There were present at this conference, which was held in the office of the Governor, seventeen of the most substantial Negro citizens from all parts of the State, and five white citizens, including Governor Bickett, who presided throughout the conference and took an active part in its discussion. The general plans of the Department of Labor for increasing the morale and efficiency for winning the War were outlined by the Director of Negro Economics and were freely discussed. At the close of the meeting the Governor appointed a temporary Committee which drafted a constitution providing for a state Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and adjustments for other states, has served as a model for the development of voluntary field organization in four other southern states and six northern states. Governor Bickett was so highly pleased with the results of the conference that he gave a statement to the public press, in which he said that it was the most patriotic and helpful conference he had attended.

The Southern Sociological Congress held a state meeting of white and colored citizens from all parts of Mississippi at Gulfport, Miss., on July 12, 1918. The Director of Negro Economics was invited to address this state conference. About 200 white citizens, both business men and planters, and about 75 Negro citizens were in attendance. The Department took advantage of this state gathering to call together those who were especially interested in Negro labor adjustment. The address of the Director of Negro Economics on war labor problems relating to Negroes, given before the Southern Sociological Congress, not only gained a hearty response from whites and Negroes present, but several of the white citizens took an active part in the departmental meetings to work

out our plan of state-wide Negro Workers' Advisory Committees with local committees, which plan was adopted.

The meeting of the Southern Sociological Congress was closely followed by a state conference of representative white and Negro citizens at Jacksonville, Florida. This conference was called by Governor Sidney J. Catts, who presided at a number of the sessions. The plan adopted by the conference called for the formation of a state Negro Workers' Advisory Committee, composed of representative Negroes and cooperating white citizens representing the state Council of National Defense and the U.S. Employment Service. A program of activities was worked out which had as its object the promotion of a better understanding in employment matters in Florida and the removal of discontent of workers, in order that greater production of food and supplies might ensue. So great was the enthusiasm of the citizens in Jacksonville that a monster mass meeting was held at which Governor Catts and other prominent officials spoke.

In the meantime, the Virginia organization, through the help of the Negro Organization Society of that state, had been begun, and the first supervisor of Negro Economics was appointed and undertook the direction of the advisory work in that State.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort. Consequently, on August 5, 1918, a conference was called by the Department with the hearty cooperation of the Federal Director of the U.S. Employment Service and Governor Cox. This conference, which met at the State Capitol, Columbus, was very notable for the number in attendance, representing, as they did, white employers, Negro wage-earners and representatives of white wage-earners. There were in attendance about 125 persons. During the afternoon session Governor Cox gave

an address. The conference adopted the usual plan of state organization, and Mr. Charles E. Hall, the second supervisor of Negro economics, who had been transferred from the Department of Commerce, was detailed to the state to develop the organization and to supervise the work under the authority of the U.S. Employment Service.

The conference in Kentucky was held on August 6. There were both white and colored representatives in attendance. This conference was unique in that the plan of organization adopted was that of a united war work committee with a special committee of white citizens appointed by the State Council of Defense, as cooperating members. This war work committee included representatives from the Department of Agriculture, the U.S. Food Administration, The Red Cross, the Council of Defense and the Department of Labor. Governor A.O. Stanley of Kentucky attended the morning session and made an enthusiastic address to the delegates.

By this time, the influence of the state conferences had so proven their value, their effectiveness and their usefulness as a means of starting the state movement and creating good will and favorable sentiment that other conferences have followed almost as a matter of course. Additional conferences have been held later in Georgia, Missouri, Illinois, Michigan, Pennsylvania and New Jersey, and steps have been taken either for conferences or organization of the work in New York and South Carolina.

By the close of the year just passed, and after six months of work, Negro Workers' Advisory Committees, state, county and city, had been wholly or partly formed in ten states and steps had been taken to establish committees in three other states. Nearly all of these committees have white and Negro members or have cooperating white members representing organizations of the

white employers and white workers. One of the most significant facts about the invitations and acceptances of service on these committees by white and Negro persons, numbering more than a thousand, is that there has been, so far as we have any record, only one case of a member of one committee whose relationship on the committee has caused friction or made necessary a request for his resignation. There has been the heartiest response for this work from citizens of both races everywhere. Many of them have used their time, their services and their money to further the Departmental program.

It is the expressed opinion of competent judges that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both North and South, are in themselves results sufficient to justify this effort of the Department. But even more significant is the fact that these men and women serving on committees are helpfully in touch with scores of thousands of employers and white and Negro workers.

The principles on which the work for Negro wage-earners is based are:

1. Representation: In view of the fact that Negroes constitute about one-tenth of the total population of this country and about one sixth of the working population of the country, it is reasonable that they should have representation around the counsel table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.
2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recog-

nized and dealt with in a statesmanlike way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.
4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as honorary chairman of the State Committee.

Those present and taking part in the North Carolina conference were:

Dr. A.M. Moore
Rev. P.R. Berry
Bishop H.B. Delaney
Berry O'Kelly
Mrs. Annie W. Holland
Dr. S.G. Atkins
Col. J.H. Young
Prof. J.D. Wray
Prof. L.E. Hall
Mrs. F.C. Williams
Dr. J.B. Dudley
Bishop G.W. Clinton
Prof. C.L.M. Smith

J.C. Spaulding
J.S. Taylor
Capt. L.S. Hmalin
Dr. George J. Ramsey
Ralph Izard
W.C. Newbold
Governor T.W. Bickett

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to conduct this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference and have been thoroughly emphasized at every gathering involving Negro Economics as dealt with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U.S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reserve among Negro boys.

A close plan of cooperation has been worked out with the Woman in Industry Service. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Woman in Industry Service.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the Departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U.S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Mr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U.S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Florida, Georgia, Alabama and Kentucky actively promote our cooperative plan of organization. In Virginia and Florida, the Executive Secretary arranged for the appointment of white cooperating

committees from the county Councils of those states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress, July 10 and 11, 1918:

July 9, 1918.

Dr. J.E. McCulloch
General Secretary, Southern Sociological Congress
Meridian, Miss.

My dear Dr. McCulloch:

The special War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent produc-

tion in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

"The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energize those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

"The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

"In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as gather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another, in order that the economic fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the nation.

"Above all, every safeguard must be taken to protect the standard of living and the morale of the wage earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, lest we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

"The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womanhood and the motherhood of the present and the future.

"It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

"The American workman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

"Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W.B. Wilson

Secretary.

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The Departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly the following are some of the present day results of the Negro Economics work:

SURVEYS:

A. Negro Labor Supply:

Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairman of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U.S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that State.

B. Negro Labor Conditions:

The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of

surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers Advisory Committees in Illinois and Ohio.

II. SEEKING OPPORTUNITIES AND ASSISTANCE IN PLACEMENT OF NEGRO WORKERS:

Special assistance has been given to the Federal Directors, U.S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are Supervisors of Negro Economics. In Illinois, the Supervisor of Negro Economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with the help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U.S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The Supervisor of Negro Economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U.S. Employment Service in the seeking of opportunities in the recruit-

ing and placement of other Negro wage-earners. For example, in the District of Columbia a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. CONFERENCES ON NEGRO LABOR PROBLEMS:

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D.C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program took place. (See Exhibit "A") The key note of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary, and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The Conference appointed a Continuation Committee which met on February 26 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the

welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their service national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among those in the South, about the efforts of the Department. From the Federal Director of the U.S. Employment Service for Mississippi comes the following statement:

"It might be added that the work of Negro Economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys' Working Reserve and Negro Economics. About fifty of these conferences have been held.

"The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactorily."

The following summary, corrected to December 31, 1918, may be added:

FIELD ORGANIZATION:

1. State Supervisors.

The State Supervisors of Negro Economics work under the approval of and in close cooperation with the Federal State Directors of the U.S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the Supervisors may, first, assist the Employment Service in matters of placing Negro workers; and second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their states. Working under the authority of the Employment Service they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees (Subject to correction of figures).

State Committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely, - representative white employers, Negro wage-earners, and white wage-earners, wherever possible. On December 31, 1918, committees had been organized as follows:

3. Table of details: Approximate Number:

State	State Committees	County Committees	City Committees
Virginia	1	55	5
Ohio	1	31 (includes	14)
Georgia	-	28	
Illinois	-	17 (includes	
Mississippi	1	8	9)
Michigan	1	12 (includes	2
Florida	1	15 (includes	6)
North Carolina	1	9	6)
New Jersey	-	-	1
Pennsylvania	-	-	5
			2

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Question 2: Has the Division of Negro Economics, Department of Labor, any executive powers, and, if so, what are they?

Answer: With reference to the employees on the staff of any of the several divisions or bureaus, the Division of Negro Economics has no executive powers whatever. In order to carry out the advisory function of Negro Economics special assistants have been furnished for the Negro Economics Service through whom it may gather such information about the condition of Negro wage-earners, their relations to white employers and white workers and their relations to the activities of the Department, so that through them the several divisions, bureaus

and services of the Department may be informed and advised. This work has not been carried on as a separate Negro bureau. The executive direction of the Division of Negro Economics rests with the Secretary of Labor and with those to whom he delegates it. In the case of such of the assistants in the Negro economics work as are located in particular states, any executive direction of them is carried out under the supervision and approval of the Federal Director of the U. S. Employment Service of the respective states. All the activities and plans of such local assistants are proposed and carried out only with the approval and supervision of the Federal State Directors of the U. S. Employment Service.

It should be added that these field assistants in Negro Economics are few in number, there having been appointed only one in each of ten states, with such limited clerical assistance as their work required as it has developed. The Federal Directors of the U. S. Employment Service have, from time to time, commended the usefulness, tact and judgment of these men in advising them on Negro affairs and assisting them in the work of handling Negro labor.

Question 3: In matters of policy, what is the actual procedure?

Answer: If this question is correctly interpreted it means to inquire what has been the actual practice in using the services of the Division of Negro Economics. This can probably best be answered through citing, briefly, examples where such service has been rendered. First, the U. S. Employment Service, from time to time, needed Negroes as examiners and recruiters in the handling of Negro labor. Negroes in different localities applied for such work. The

Negro Economics division was asked for advice on the qualifications, character and trustworthiness of such applicants. Investigations were made and opinions given the Employment Service on these persons to assist that Service in making selections.

Again, last year, with the taking over of the recruiting and placement of unskilled workers in war industries employing one hundred or more workmen, a number of private employment agencies, both commercial and philanthropic, appealed to the Employment Service to take over their enterprises. Just what policy should be pursued in dealing with these Negro agencies called for a knowledge of Negro affairs from those knowing the inside of Negro life. The Negro Economics Division advised the Employment Service on a line of policy to be pursued towards these agencies, which advice and policy were accepted and adopted. Surveys of available Negro labor and of other conditions connected with the recruiting and placement of Negroes were made for the information and guidance of the Employment Service.

Again, several instances in both northern and southern industrial centers have arisen where considerable race friction developed between white and Negro workers, and the Department was called upon to investigate and to use its good offices for conciliation. In these instances the Division of Negro Economics advised on lines of procedure to get in touch with the best element of colored people in order to know how to deal with the masses in bringing about adjustments in the situation.

Further, the Bureau of Industrial Housing and Transportation, U. S. Housing Corporation, used the Division of Negro Economics for advice on matters of developing room registration for Negro war workers in dif-

ferent localities on getting in touch with the colored people for this purpose and on the community side of its own housing projects for Negro war workers. The Women-in-Industry Service has used the Negro Economics Division for advice on a number of questions arising in various parts of the country on the employment of Negro women.

These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as adviser on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the white citizens of the community, and in each instance white citizens from among the employers of Negro labor, and

wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white

people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance. They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such cooperative committees in an effort of its officials to deal with these difficult matters.

Question 5: To what extent, if any, is Negro labor being urged to unionize?

Answer: Negro labor is not being urged to unionize by anyone exercising any authority of this Department. Where charges of such activity have been alleged the Department has taken special pains to make investigations of the action of any of its officials dealing with Negroes and to forestall any such official action or propaganda. It can be said, with confidence, that the employees connected with the Division of Negro Economics have not urged or encouraged Negroes to unionize, and any evidence that any official is engaged in such activity will receive prompt attention.

Question 6: What policy has the Department, if any, concerning Negroes unionizing?

Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of non-union as well as union wage-earners, white and colored.

It is obvious, therefore, that the Department should not and could not have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

Answer: It can be emphatically said that this movement is not being used in any way by agitators and unscrupulous propagandists. Every man and woman, white or colored, who has been asked to serve on any of the advisory committees or to act in any other capacity, officially or unofficially, are persons well known by the local white and colored people to be the most reliable, level-headed, constructive-minded people in their community,- people who have lived long in their community and who have the confidence of both races. It is a fact that many careful observers testify that there is unrest and dissatisfaction among Negroes. So far as the Department has any information it is in no way the result of any agitation or activity of those who have taken part in the work of the Department. On the contrary and as a matter of fact, these advisory committees have been the most influential means, both during the War and since the armistice, of removing unrest and dissatisfaction among the Negroes. Public officials and white and colored citizens have written to the Secretary and other officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this move-

ment has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, those citizens will find that this Department has practically the only movement by means of which Bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

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Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1916, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference

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through citing, briefly, examples where such service has been rendered. First, the U. S. Employment Service, from time to time, needed Negroes as examiners and recruiters in the handling of Negro labor. Negroes in different localities applied for such work. The Negro Economics division was asked for advice on the qualifications, character and trustworthiness of such applicants. Investigations were made and opinion given the Employment Service on these persons to assist that Service in making selections.

Again, last year, with the taking over of the recruiting and placement of unskilled workers in war industries employing one hundred or more workmen, a number of private employment agencies, both commercial and philanthropic, appealed to the Employment Service to take over their enterprises. Just what policy should be pursued in dealing with these Negro agencies called for a knowledge of Negro affairs from those knowing the inside of Negro life. The Negro Economics Division advised the Employment Service on a line of policy to be pursued towards these agencies, which advice and policy were accepted and adopted. Surveys of available Negro labor and of other conditions connected with the recruiting and placement of Negroes were made for the information and guidance of the Employment Service.

Again, several instances in both northern and southern industrial centers have arisen where considerable race friction developed between white and Negro workers, and the Department was called upon to investigate and to use its good offices for conciliation. In these instances the Division of Negro Economics advised on lines of procedure to get in touch with the best element of colored people in order to know how to deal with the masses in bringing about adjustments in the situation.

Further, the Bureau of Industrial Housing and Transportation, U. S. Housing Corporation, used the Division of Negro Economics for advice on matters of developing room registration for Negro war workers in different localities on getting in touch with the colored people for this purpose and on the community side of its own housing projects for Negro war workers. The Women-in-Industry Service has used the Negro Economics Division for advice on a number of questions arising in various parts of the country on the employment of Negro women.

These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as adviser on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the white citizens of the community, and in each instance white citizens from among the employers of Negro labor, and wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance.

They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such co-operative committees in an effort of its officials to deal with these difficult matters.

Question 5: To what extent, if any, is Negro labor being urged to unionize?

Answer: Negro labor is not being urged to unionize by anyone exercising any authority of this Department. Where charges of such activity have been alleged the Department has taken special pains to make investigations of the action of any of its officials dealing with Negroes and to forestall any such official action or propaganda. It can be said, with confidence, that the employees connected with the Division of Negro Economics have not urged or encouraged Negroes to unionize, and any evidence that any official is engaged in such activity will receive prompt attention.

Question 6: What policy has the Department, if any, concerning Negroes unionizing?

Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of nonunion as well as union wage-earners, white and colored. It is obvious, therefore, that the Department should not and could not have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

Answer: It can be emphatically said that this movement is not being used in any way by agitators and unscrupulous propagandists. Every man and woman, white or colored, who has been asked to serve on any of the advisory committees or to act in any other capacity, officially or unofficially, are persons well known by the local white and colored people to be the most reliable, level-headed, constructive-minded people in their community - people who have lived long in their community and who have the confidence of both races. It is a fact that many careful observers testify that there is unrest and dissatisfaction among Negroes. So far as the Department has any information it is in no way the result of any agitation or activity of those who have taken part in the work of the Department. On the contrary and as a matter of fact, these advisory committees have been the most influential means, both during the War and since the armistice, of removing unrest and dissatisfaction among the Negroes. Public officials and white and colored citizens have written to the Secretary and other

officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this movement has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, those citizens will find that this Department has practically the only movement by means of which bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

Question 8: It has also been charged that industrial leaders and employers have been requested by the Department of Labor to confer with Negro officials of the Department of Labor, Division of Negro Economics. What explanation is there of this feature of complaint?

Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1915, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference to getting effective mobilization of Negro labor for winning the war. These requests were referred to the advisory council of the Department, composed of representatives of employers, of wage-earners, of women, of an economic specialist, and of the general public, of which advisory council the Hon. John Lind of Minnesota was the Chairman. This council recommended the appointment of a special Negro adviser.

Consequently, Dr. Haynes, a Negro, from Nashville, Tenn., was appointed as Director of Negro Economics, upon the recommendation of many persons of both races, North and South, who had known him and his work for a number of years. Among the many endorsements there was a strong one from the Commercial Club of Nashville as follows:

"COMMERCIAL CLUB OF NASHVILLE

March 15th, 1918.

Hon. William Bauchop Wilson,
Secretary of Labor,
Washington, D. C.

Dear Mr. Wilson:

I wired you today as follows:

'The Commercial Club of Nashville representing fifteen hundred of her foremost business and professional men heartily endorse the application of Doctor George Edmund Haynes of Nashville for appointment as adviser to you representing your Department in the study of Negro employment and migration. We believe him to be both by training and education eminently qualified for the position. Our first hand knowledge of his work here justifies our recommendation.'

Confirming the same will say I am sure that you have been made acquainted with the educational qualifications of Dr. George Edmund Haynes for the position he aspires to.

The Commercial Club is in a position to probably know better than any other organization of individuals as to his qualifications for the position he is seeking.

The handling of the Negro is an ever present proposition in the South both industrially and in a civic way. These problems are constantly coming up in the work of the southern commercial organizations, and as an Executive of the Commercial Club I have had opportunities to know of Dr. Haynes' qualifications. He is a student with a broad vision and gifted with executive ability far above the average, and has in addition to these a large fund of good everyday horse sense. I do not believe a better qualified man for the position can be found than Dr. Haynes.

Respectfully,

COMMERCIAL CLUB OF NASHVILLE,

(Signed) W. R. Manier,

Secretary."

When white employers or industrial leaders have been asked to confer with officials of the Department on these matters and it seemed desirable that Dr. Haynes be directly informed of the ideas and opinions of such citizens, the inclinations or feelings of such citizens have been sought before they were asked to see him. If in any case such citizen

showed an inclination not to grant such an interview there has been no plan or disposition to press such a request. In every case where such a request has been made it has seemed desirable that the Negro adviser should have the knowledge coming from white citizens at the time he might give to the Department the necessary information and advice about the conditions and feeling of the Negro workers, if the best results for greater productive effort from these workers is to be obtained.

August 19, 1920.

Memorandum :

To: The Director of Negro Economics
From: His assistant
Subject: Report and plans - Women's Bureau - Negro workers.

I have gone carefully over the file which is purported to support the proposed report of the Negro Industrial Agent, with regard to the studies of Negro women workers during the war and post-war periods, and find that -

1. There are practically no concrete facts, figures or circumstances which support the data of the proposed report -
2. That there is resultantly a considerable risk in the department's assuming responsibility for the report in its present shape, because
 - a. It consists of conclusions, without logic, and
 - b. It contains too many matters of opinion, without reasons therefor.
3. Consequently, two-thirds of the report should be eliminated, and a complete revision made, probably possible in eight to ten pages.

It seems to me that future studies to be made by the incoming Industrial Agent would have to be made along one of two lines -

1. Comparative to the studies made by the former agent, that is to say - comparing present conditions with those discovered by the former Agent - or
2. New studies, disregarding, if necessary, previous conditions, and being intensive and exhaustive as to conditions as found today.

The danger of pursuing studies along the line mentioned under "1" is that the present Industrial Agent will be limited in scope and in material to the field and opinion of the former Agent. It may be that the present Agent can construct a more "wholesome" and more comprehensive questionnaire than that used by the former Agent.

The slight danger of pursuing "new studies" only, it seems to me, lies only in the probable lack of comparisons of conditions of war and post-war periods. I think this danger is discounted, however, by the "new approach" which the present Industrial Agent can invoke. It is probable that her new questionnaire will be better fitted to present-day conditions. Then, too, in some cases it will be possible for her to give greater emphasis to things which are really more "vital" today than they were "yesterday" - such as wage scales, hours of service, etc.

Therefore, I respectfully recommend -

1. That the report of the former Agent be revised and handled by itself in one of the ways recommended by you in your memorandum of yesterday - and
2. That the present Agent complete her outline and questionnaire and be assigned to new studies.

Respectfully,

Kenneth Phillips
Special Agent.

C o p y

142 E. 9th St., Middletown, Ohio,
July 14, 1919.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

We knew nothing of the results that could be derived from aggression in the Department of Labor until we came in touch with Mr. Charles E. Hall, who wrote to us from 74 E. Gay Street, Columbus, Ohio.

Through his persistence, much of the unrest in labor circles among Negroes in this County has been alleviated; they believe the Government is interested in their welfare and we have set to work with new zeal.

Many are buying homes, and Middletown claims the honor of having the third "Savings and Loan Association" (Colored) in this State. This "Savings and Loan Association" was recommended and the Constitution and By-Laws were written and given to us by Mr. Charles E. Hall.

We feel, that the absence of Mr. Hall will be a great loss to the best interests of the Negro in Ohio. Therefore, according to the request of the colored people of this city, and by the unanimous vote of the Directors of "The Progressive Savings and Loan Association" of Middletown, Ohio, this request is sent to you, asking you to use your influence that Mr. Hall may be continued Supervisor of Negro Economics in Ohio.

Believing you will do the best you can for the development of the State and Country, we await your action.

Respectfully,

(Signed) B. Whitney Clark,

Pastor Second Baptist Church.

Department of Labor
Office of the Secretary
WASHINGTON

Negro Economics - Advisory Service:

1. Study of Negro women in industrial operations to see what is present status.
2. Committee on Unskilled Labor - Association of Corporation Schools - Study Courses.
3. Conference course for colored industrial welfare workers at Hampton and Tuskegee.
Conference of white representatives at call of Mr. Ferguson.
4. Gathering of information by correspondence.
5. Distribution of studies on Negro Labor.
6. Advising bureaus - Women's, Children's, etc., on things involving Negro.
7. Answering correspondence.
8. Analyzing data furnished from Census.

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MODEL CONSTITUTION FOR
LOCAL NEGRO WORKERS ADVISORY COMMITTEE

Article I. NAME: The name of this committee shall be The Negro Workers Advisory Committee.

Article II. PURPOSE: The purpose of this committee shall be to study, plan and advise in a cooperative spirit and manner with employers of Negro labor, with white workers, with Negro workers and with the United States Department of Labor in securing greater production in industry through increasing regularity, application and efficiency and through improving the general ~~xxxxxx~~ condition of workers.

Article III. MEMBERSHIP: The membership of this committee shall be composed of not more than thirty persons, men and women of the northwest. At least five members shall be women.

Article IV. APPOINTMENTS: The members of this committee shall be appointed by the Secretary of Labor, who shall also designate the chairman and the Secretary.

Upon the first appointment the members shall be divided into three groups to serve six, nine and twelve months respectively. Thereafter, one-third of the membership of the committee shall be appointed every six months to serve for a term of eighteen months, subject to reappointment. The chairman and the secretary shall serve for a period of six months each, subject to reappointment. A Treasurer shall be elected by the Committee. He shall be under bond for the faithful performance of such duties as the committee may designate.

Article V. MEETINGS: The advisory Committee shall meet at least once every month and at such other times as the committee may decide. Seven members shall constitute a quorum. The chairman shall be required to call a meeting upon the written request of five members.

Article VI. BY-LAWS: The Committee shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Central Advisory Committee.

Article VII. POWERS OF THE COMMITTEE: The Committee shall transact all business, make plans, ~~xxxxxx~~ enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Central Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article VIII. FINANCES: This organization shall not have power or authority to incur expenses or contracts, which shall in any way obligate the United States Department of Labor. No debt shall be incurred by this committee unless previously provided for. The Treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such banks or trust companies as the committee shall decide.

Article IX.- AMENDMENTS: Amendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendments shall be approved by the Central Committee and the United States Department of Labor.

Section 3. The meeting place of the Advisory Committee and the Executive Board shall be at the office of the Governor of the State, unless otherwise ordered by the Executive Board and approved by the Department of Labor.

Article VII. BY-LAWS: The Executive Board shall make such by-laws and rules for the conduct of business as seen best, subject to the approval of the Advisory Committee and the Department of Labor.

Article VIII. POWERS OF THE EXECUTIVE BOARD: The Executive Board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article IX. COUNTY AND LOCAL COMMITTEES: The Department of Labor shall appoint for each county and locality of the State, having a sufficient Negro population, a county or local Negro Workers Advisory Committee of not more than nine persons. At least two of the members shall be women. The local superintendent of the U.S. Employment Service or the chairman of the Community Labor Board shall be ex-officio member of the county or local committee.

Article X. FINANCES: Neither this organization, its Executive Board, or the County or local Advisory Committee shall have power or authority to incur expenses or make any financial agreements or contracts, which shall in any way obligate the state of Michigan or the United States Department of Labor. No debts shall be incurred by this committee or its Executive Board or by any county or local committee unless previously provided for. The treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such bank or trust companies as the Executive Board shall decide.

Article XI. AMENDMENTS: Amendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this Committee, provided such amendment shall have been previously approved by the United States Department of Labor.

Department of Labor

DIVISION OF NEGRO ECONOMICS

PLANS OF THE DEPARTMENT RELATING TO NEGRO WAGE-EARNERS:

I. Surveys on Negro Labor Supply and Demand:

As in the past, the Department plans to continue its work to keep informed about the migration and movements of Negro labor and the available supply, shortage or demand in various localities. This is very necessary if both wage-earners and employers are to be served.

II. Investigations of Negro Affairs:

In order to keep informed of what is going on inside the Negro group and the state of mind of the Negro people, it is very necessary for the Department to have its investigators and representatives at the various conferences and meetings of various kinds that Negroes hold; also it is necessary to keep in close touch with Negro neighborhoods and localities.

III. Publication and Publicity of the Facts:

A part of the work will necessarily need to give publication and publicity to such facts and information as will be helpful to employers and in creating goodwill and a spirit of cooperation among white employers, white workers and Negro workers.

The Department has had in mind probably continuing the helpful local conferences of white and colored people to discuss local problems and conditions of labor and to reach agreements and understandings, in order that suspicions and fears may be removed. These steps, however, are never undertaken without the lead and consent of representative white citizens.

IV. Cooperation with White Employers and White Workers:

The Department plans to continue its efforts to secure the cooperation of white employers and white employees who are interested in improving the productive efficiency of Negro workers and improving their relations to white workers and white employers. To this end it will welcome the aid of employers, individually, and of associations of employers, chambers of commerce, councils of national defense, organizations of white workers, agencies and boards that may be interested as well as local officials and local government agencies.

The Department recognizes in this Negro work the local character of the problems between employers and local employees, and that the cooperation of white employers, and, wherever possible, of white wage-earners with Negro wage-earners is indispensable to any amicable adjustment of the delicate and difficult questions that are now confronting agriculture and industry where Negroes are involved.

Conferences and cooperation with employers will be welcomed by the Department looking to the improvement of the productive efficiency of Negro workers along the following lines:

- a. Training of Negro workers, both shop training and common school training.
- b. Housing of Negro workers.
- c. Methods of encouraging thrift and improvement of health of workers.
- d. Provisions for wholesome recreation. The facts show that this is one of the best means of improving regularity and promptness in employment.
- e. Use of Negro workers in as many lines as possible to meet the growing demand for more efficient labor.

V. Advisory Service:

The advisory service to the several bureaus and divisions of the Department in such way as will help in the more effective recruiting and distribution and improvement of Negro workers will be continued.

VI. Necessary to Agriculture and Industry:

It is important to the agriculture and industry of the Country that Negro workers as all other workers should function to 100 per cent of their ability and every facility should be furnished them for this purpose.

VII. Efficiency Campaigns through Volunteer Help:

The present plans of the Department in this connection are to stimulate the cooperative Negro workers advisory committees in the localities where they have been already started to more practical value for increasing the productive power and efficiency of Negro workers and improving their relations to white employers and white workers. The help of white employers is especially needed for this work. The plans contemplate:

1. Series of shop talks to Negroes wherever employers are willing to have competent speakers to come to discuss such questions as promptness, regularity, full-time work, health, thrift and similar questions. Much along this line has already been done with the hearty approval of employers interested.
2. If funds can be procured for it, the Department plans a series of pictures, cartoons and placards on similar topics to those treated in the shop talks.
3. A campaign of education by means of public speeches and printed matter to be presented to Negro audiences wherever they can be reached, urging them to higher standards of sanitation and housing in their neighborhoods. Already the attention of various agencies is being called to the necessity for "clean-up campaigns", "Gardening movements" and the like.

4. A systematic educational campaign through the reliable Negro newspapers on better relations of white employers, white workers and Negro workers; on better improving the efficiency and morale of Negro labor and on stimulating Negroes to improve their conditions.

NEGRO ECONOMICS IN FLORIDA

This work was started after a conference of white and colored citizens called by the Governor. The work proceeded in orderly fashion, being commended on all sides by both white and colored citizens, and was very effective in increasing the morale, efficiency and contentment of Negro workers in many parts of the State during the War and throughout the period of restlessness just after the Armistice was signed.

Representatives of a lumber association in Florida became disturbed, it seems over material which appeared in colored newspapers and magazines of the so-called inflammatory type, the articles in which are sent into Florida and other southern states from the North, and confused the Negro Economics work with the so-called inflammatory propaganda, alleging some connection of the departmental representative with this literature.

Upon recommendation of the Governor of Florida, the Secretary of Labor temporarily suspended the Negro economics work in Florida. Thereafter, the Secretary sent two inspectors to Florida to look into the situation, both among white and colored people. These inspectors, without the knowledge of the Negro representative in Florida, went over the State wherever he had been, and interviewed employers and employees. In all this search no evidence could be obtained that showed that in any way the departmental representative had had anything to do with any unrest among Negroes, but, rather, that he had had a great deal to do towards removing discontentment among them.

The agents of the lumber interests admitted to the inspectors of the Department that there were no grounds for lodging a case against the departmental representative or the departmental work in Florida. The whole situation indicated that there were newspaper statements which created misunderstanding throughout the State, but the results of the inspectors' work disclosed no facts at the bottom of these newspaper statements which reflected upon the conduct of the work as a basis for the newspaper statements.

All of the Negroes connected with the work throughout the State, as well as the Negro supervisor, were well known by the substantial white and colored citizens. The supervisor, himself, had been a mechanic, a teacher and an owner of a business for a number of years in Florida.

The full records of the Department on this whole matter are open to inspection.

STATEMENTS FROM COOPERATING WHITE MEMBERS OF NORTH CAROLINA NEGRO WORKERS
ADVISORY COMMITTEES

In reply to your letter of May 24th, I am of the opinion that the work being done by your Department is useful and successful. Recently I listened to a speech by your Assistant Supervisor, and I think he handles his subject well."

Very truly yours,
(Signed) J. E. Latham,
J. E. Latham Company, Greensboro, N. C.

I have received your interesting letter of May 24th and I cordially approve your efforts to improve the efficiency of Negro workers and to create a better understanding between white employers and colored workers through the cooperative medium of the local Negro Advisory Committees. It is advisable of course to avoid the multiplying of similar undertakings and to concentrate or coordinate the purposes of the Department of Labor in bringing about the desired mutual understanding. I will be glad to cooperate in a reasonable way.

Yours truly,
(Signed) James Sprunt,
Henderson Sprunt & Son, Wilmington, N. C.

Our requests to your Department have always been most courteously attended to and matters of real interest and value to us have invariably been the result.

I feel that there is great need for your Department in the South, particularly in the industrial sections thereof.

Yours very truly,
(Signed) J. E. S. Thorpe,
Tallassee Power Company, Badin, N. C."

It is my opinion that the plan mapped out by the Department of Labor, as explained by you, is an excellent one and that with proper cooperation from both sides it can be developed for great good to both employer and employee. I shall be glad to do what I can to further the purposes of the organization at all times.

Yours truly,
(Signed) John G. Bragaw, Jr.,
Guano Manufacturer, Washington, D. C.

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EXTRACT FROM THE RESOLUTIONS OF THE NATIONAL NEGRO BUSINESS LEAGUE,
Atlantic City, N. J.,
Aug. 21, 22, 23, 1918.

We commend the appointment by Secretary Wilson of the Labor Department of Dr. George E. Haynes as representative of the race in the Labor Department, who is rendering valuable service, and we call upon our people everywhere to cooperate with him in the work of his office to increase the efficiency and productiveness of Negro labor.

TELEGRAM

St. Louis, Mo.

Secretary Wm. B. Wilson,
Dept. Labor,
Washington, D. C.

We, the National Baptist Convention, represented by five thousand delegates and representing more than three million Negro Baptists in the United States, most heartily commend your appointment of George E. Haynes as Director of Negro Economics and pledge our loyal support to our Government in all the activities incident to the Great World War.

R. B. Hudson, Secretary
E. C. Morris, President.

EXTRACT FROM THE RESOLUTIONS ADOPTED AT THE INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 and 18, 1919, Washington, D. C., WITH 156 REPRESENTATIVES OF 45 WELFARE ORGANIZATIONS AND AGENCIES, NATIONAL IN SCOPE.

That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

As President of the Negro Fellowship League, I write to express our appreciation of your action in retaining Dr. George E. Haynes as one of your assistants. The Negro race feels that you have recognized our claim to representation in all departments of our democracy. We certainly regret that Congress failed in its appropriations all the more that in spite of the fact you have retained a representative of our race on your staff. Again thanking you, we are

Very truly yours,

President - Negro Fellowship League.

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T e l e g r a m

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E. C. Morris, President.

EXTRACT FROM THE RESOLUTIONS ADOPTED AT THE INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, February 17 and 18, 1919, Washington, D. C., with 156 representatives of 45 welfare organizations and agencies, national in scope.

That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

As President of the Negro Fellowship League, I write to express our appreciation of your action in retaining Dr. George E. Haynes as one of your assistants. The Negro race feels that you have recognized our claim to representation in all departments of our democracy. We certainly regret that Congress failed in its appropriations all the more that in spite of the fact you have retained a representative of our race on your staff. Again thanking you, we are
Very truly yours - Pres., Negro Fellowship League.

COPY

U. S. Employment Service,

Meridian, Miss., January 29, 1919.

From: Federal Director
To: Director General
Subject: Negro Economics Division.

1. In reply to letter from Assistant Director General, dated January 23d, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this Service is providing an office on the same floor as the office of the Federal Director for the Supervisor of Negro Economics. The present Supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal Director in reference to his work.

3. The writer attended the meeting of the Negro State Advisory Board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys' Working Reserve. Cooperation has been obtained from the State Agricultural College, and they have agreed to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the Reserve. Arrangements were made for visiting and organizing Reserves in approximately twenty industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This Service will then undertake to place these students in active farm work as soon as school is closed.

4. The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactory.

(Signed) H. H. Weir,

Federal Director.

U. S. Employment Service,

Meridian, Miss., January 29, 1919.

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(Signed) H. H. Weir,

Federal Director.

U. S. Employment Service,

9 Franklin Street, Newark, N. J.
April 2, 1919.

Prof. Geo. E. Haynes,
Director of Negro Economics,
Washington, D. C.

My dear Dr. Haynes:

It is my understanding that you desire an expression of opinion as to the work of the Bureau of Negro Economics.

I am glad to inform you that it is our understanding that Negro advisory committees have been organized in the principal industrial centers throughout the State. These committees hold regular meetings at which Mr. Ashby (Supervisor of Negro Economics for New Jersey) is often present and he addresses these groups on matters relative to the situation pertaining to Negro labor in the State and advises them as to how they can make the best of their opportunities. Committees of this character have been helpful into the offices in the matter of opportunities for colored men and women, and also in moulding sentiment in favor of colored workers.

The Camden, N. J., Committee is doing an especially fine piece of work in the interest of the returning colored soldiers. Mr. Ashby personally attends the meetings of the welfare organizations wherever it is possible in the State, giving specific attention to the benefits that may accrue to the colored workers.

Personally, I can only speak in the highest terms of the work which he has been enabled to accomplish for the benefit of the Negro worker of New Jersey. I feel quite satisfied that responsive to the energetic work which he has performed that various colored organizations throughout the State found it advisable for their best interests to send telegrams to the various Washington representatives asking for continuation of the U. S. Employment Service.

Very truly yours,

(Signed) J. Spitz,

Asst. Federal Director of Employment for N. J.

U. S. Employment Service

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April 2, 1919.

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(Signed) J. Spitz,
Asst. Federal Director of Employment for N. J.

U. S. EMPLOYMENT SERVICE

74 East Gay St., Columbus, Ohio, April 9, 1919.

Mr. Ethelbert Stewart,
Director of Investigation & Inspection Service,
Office of the Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Stewart:

Mr. Charles E. Hall, who has been Supervisor of Negro Economics in Ohio, handed me a copy of your letter of March 27th with reference to his reports being made through the office of the Federal Director for Ohio.

Mr. Hall has been located in the office of the Federal Director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly yours,
(Signed) C. H. Mayhugh,
Acting Federal Director for Ohio.

1423 Newton Street, Wash., D. C., July 9, 1919.

Dr. George E. Haynes,
Director of Negro Economics, Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

I very much regret to learn that failure of appropriations has made it necessary to discontinue the work which has been carried on by Mr. Charles E. Hall, Supervisor of Negro Economics for Ohio.

Mr. Hall Assisted the Employment Service in every possible way in recruiting labor during the war and in the readjustment of labor after the signing of the armistice.

The big task before him at this time is to assist in crystallizing the best thought and carrying out the best possible plans for improving housing conditions and aiding the Negroes to become satisfactorily adjusted to the new industrial condition which confronts them. His work, I believe, has been a real factor in preventing the development of radical unrest among the Negroes in Ohio.

My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly yours,
(Signed) Fred C. Croxton.

C o p y

U. S. EMPLOYMENT SERVICE

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(Signed) Fred C. Croxton.

Department of Labor
OFFICE OF THE SECRETARY
Investigation and Inspection Service

Division of Negro Economics: Expenses - Mar. 15 to June 15, 1919.

Salaries (19) people	\$7,295.35	\$7,295.35
Travel:		
Per diem	584.00	
Transportation	6.58	
Miscellaneous	153.30	
		743.88
**Supplies	3.35	3.35
Rent	145.45	145.45
Telegraph	29.69	29.69
Telephone	12.57	12.57
Outstanding Transportation requests	615.40	615.40
Estimated outstanding bills unpaid	800.00	800.00

Total		\$9,645.00

**Does not include supplies furnished from stock.

C O P Y

1025 Twelfth Street,

August, Ga., July 6, 1919.

To Whom It May Concern:

This is to certify that the following resolution was unanimously adopted at the recent annual meeting of the National Association of Teachers in Colored Schools, held at Orangeburg, S. C., July 26 - Aug. 2, 1919.

(Signed) Silas K. Floyd,

Executive Secretary and Chairman,

Publicity Committee, N. A. T. C. S.

THE DEPARTMENT OF NEGRO ECONOMICS.

We, the members of the National Association of Teachers in Colored Schools, in annual convention assembled, note with great satisfaction the announcement of Hon. William B. Wilson, Secretary of Labor, that he will continue the advisory service in the Department of Labor under the direction of Dr. George E. Haynes, Director of Negro Economics, and that he will make such provision for maintaining it as is possible under the curtailed appropriations made by Congress. We express our hearty commendation of the action of the Secretary of Labor and assure him of our continued cooperation and assistance in dealing with problems affecting the Negro wage-earners of the country, especially as to their relations with white employers and white workers.

1025 Twelfth Street,
August, Ga., July 6, 1919.

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(Signed) Bilas K. Floyd,
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142 E. 9th St., Middletown, Ohio,
July 14, 1919.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

We knew nothing of the results that could be derived from aggression in the Department of Labor until we came in touch with Mr. Charles E. Hall, who wrote to us from 74 E. Gay Street, Columbus, Ohio.

Through his persistence, much of the unrest in labor circles among Negroes in this County has been alleviated; they believe the Government is interested in their welfare and we have set to work with new zeal.

Many are buying homes, and Middletown claims the honor of having the third "Savings and Loan Association" (Colored) in this State. This "Savings and Loan Association" was recommended and the Constitution and By-Laws were written and given to us by Mr. Charles E. Hall.

We feel, that the absence of Mr. Hall will be a great loss to the best interests of the Negro in Ohio. Therefore, according to the request of the colored people of this city, and by the unanimous vote of the Directors of "The Progressive Savings and Loan Association" of Middletown, Ohio, this request is sent to you, asking you to use your influence that Mr. Hall may be continued Supervisor of Negro Economics in Ohio.

Believing you will do the best you can for the development of the State and Country, we await your action.

Respectfully,
(Signed) B. Whitney Clark,
Pastor, Second Baptist Church.