

# THE HISTORY OF THE NORTH CAROLINA HUMAN RELATIONS COMMISSION (NCHRC)

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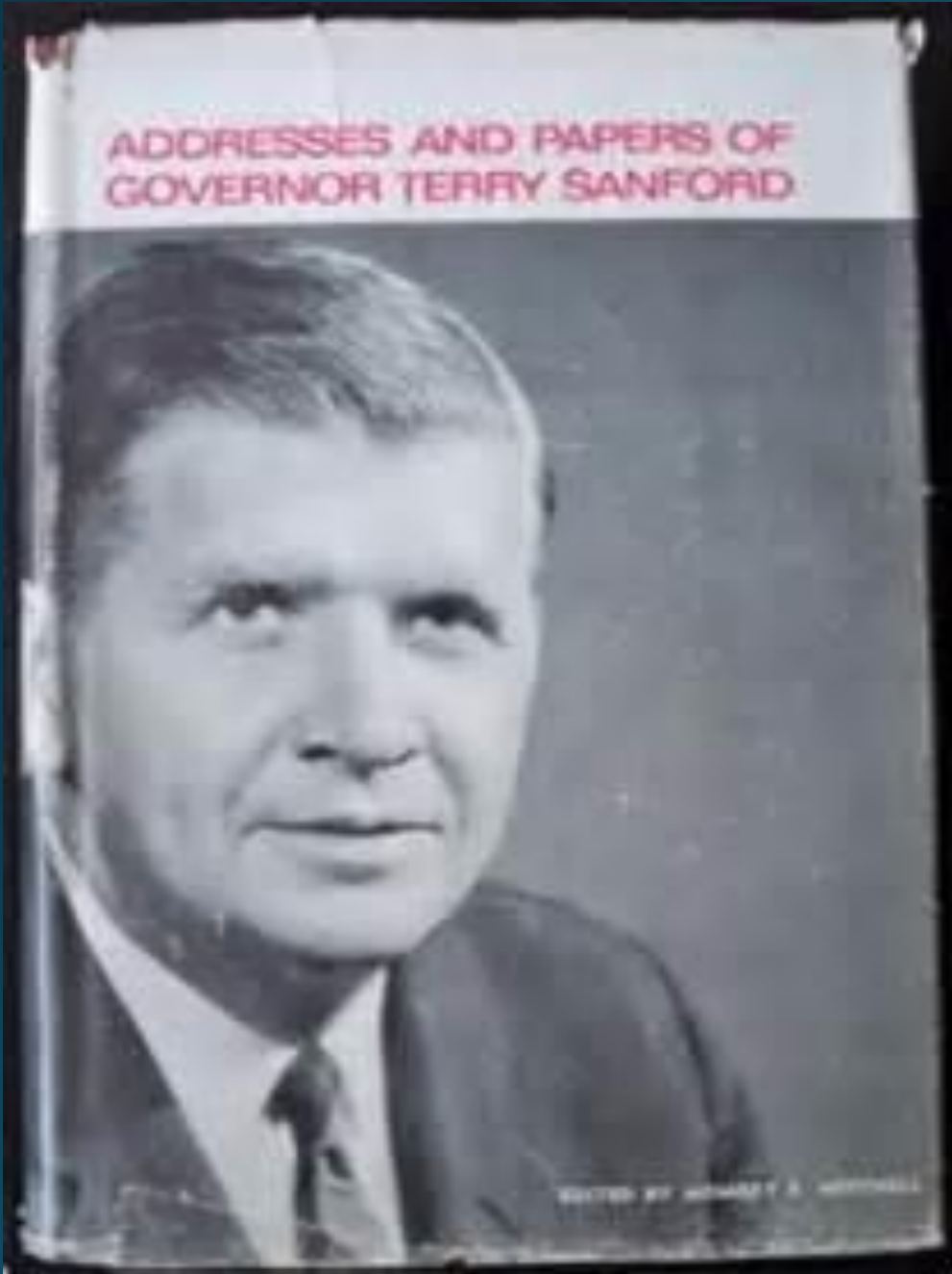
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**HISTORY OF NORTH CAROLINA  
HUMAN RELATIONS  
COMMISSION-  
THE 1960'S**

## HISTORY OF NCHRC-1960's



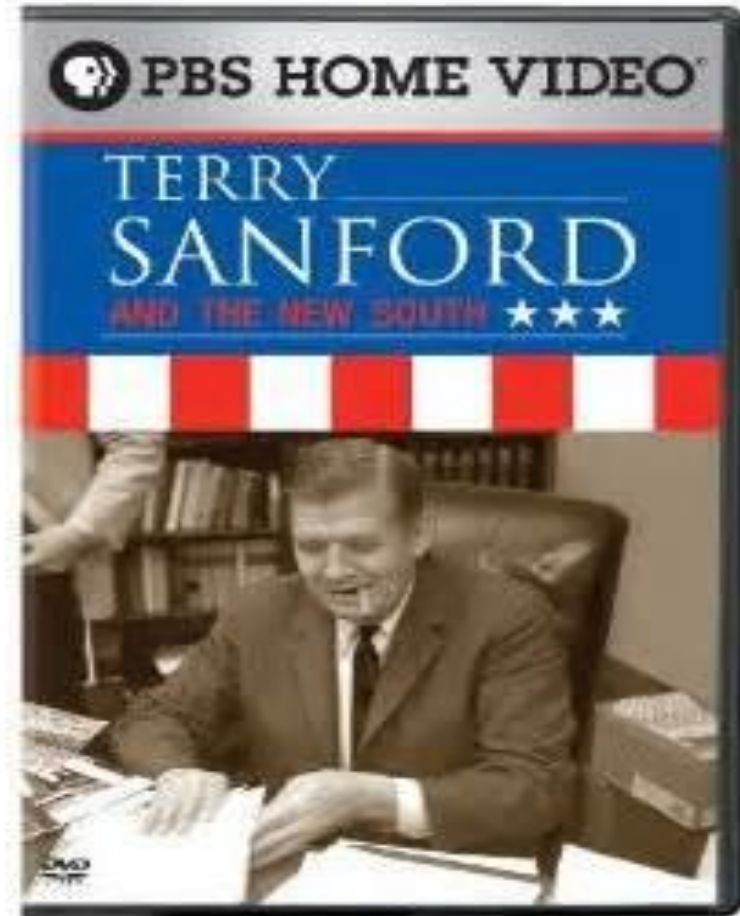
On January 18, 1963 in the midst of the Civil Rights era, the late Governor Terry Sanford established the North Carolina Good Neighbor Council by executive order. Governor Sanford said, *" We will do this because it is honest and fair for us to give all men and women their best chance in life."*

# HISTORY OF NCHRC-1960'S

- ✓ Council consisted of Black, White and Native American persons
- ✓ Council was designed to work for the improvement of opportunities and the encouragement of the training of youth for employment
- ✓ Council worked with the public and private sectors to promote the employment of qualified people without regard to race
- ✓ Council had no legal power to regulate or enforce compliance and avoided high pressure tactics but relied on persuasion, research and negotiation
- ✓ It appealed to the sense of fair play, good will and economic interests of people in dealing with the problems of a controversial nature.

## HISTORY OF NCHRC -1960's

In response to Governor Sanford's call for local governments to establish good neighbor councils, 55 municipal bi-racial groups had been created throughout the state by early 1964.



# HISTORY OF NCHRC -1960's



- In July of 1965, the late Governor Dan K. Moore announced the continuation of the NC Good Neighbor Council
- He broadened Council's scope and duties to include virtually all phases of human relations
- Grant from Richardson Foundation in 1966 enabled the Council to assist six communities establish paid human relations staffs
- The six communities: Greensboro, Charlotte, Asheville, Fayetteville, Hickory and Rocky Mount
- Upon recommendation by Governor Moore, 1967 NC General Assembly established NC Good Neighbor Council as a state agency

# HISTORY OF NCHRC-1960'S

As a result of the Council becoming a state agency:

- Council membership was changed from sixty (60) members to twenty (20) members with a chairman and vice-chairman and provided for an advisory council to assist the twenty (20) member council, all who served at the pleasure of the Governor
- Council met quarterly and also held special meetings at the request of the Council chairman or Governor
- Expanded duties of the Council were:
  - to study problems in the area of human relations
  - to promote equality of opportunity for all citizens
  - to promote understanding, respect and good will among all citizens
  - to provide channels of communication among the races
  - to encourage the employment of qualified people without regard to race
  - to encourage youth to become better trained and qualified for employment
  - to receive and expend gifts and grants from public and private donors
  - to enlist the cooperation and assistance of all state and local governmental officials in the attainment of objectives of the Council
  - to assist local good neighbor councils and biracial human relations committees in promoting activities related to the functions of the Council
  - to make a biennial report of its activities to the Governor and the NC General Assembly



# HISTORY OF NCHRC -1960's



Upon taking office in 1969, Governor Robert W. Scott emphasized the importance of the NC Good Neighbor Council's operation:

- ❖ He requested NC General Assembly approve an increased budget to expand the operations and programs of the Council
- ❖ NC General Assembly and additional support from the Governor and Council of State were able to appropriate funds for expansion of Council's services and programs through additional staff
- ❖ NC General Assembly revised structure of Council to provide a separation of the duties of the chairman of the Council and the director of the Council
- ❖ Under new organizational structure, part of staff was redeployed to four geographic regions of the state to assist local councils, their directors in developing programs to improve human relations



**HISTORY OF NC HUMAN  
RELATIONS COMMISSION-  
THE 1970'S**

## HISTORY OF NCHRC-1970's

- In June of 1971, NC General Assembly changed the name of the NC Good Neighbor Council to the North Carolina Human Relations Council
- In early days of the Council due to nature of the times and severely limited staff, the Council was able to do a little more than deal with human relations crisis situations. They developed and began to redirect its efforts to emphasize preventative measures.

# HISTORY OF NCHRC-1970's

- When Governor James Holshouser took office in 1973, NC Human Relations Council continued its operation of established programs.
- In 1975, Community Opportunities for Educational Directions (COED), a special three (3) year project, begun under a U.S. Dept. of Health, Education and Welfare grant to work with schools to prevent and reduce the number of students who became isolated because of disciplinary actions or dropping out of school.
- In 1976, NC Human Relations Council's budget was cut \$200,00 by the General Assembly and nine (9) positions were lost.



# HISTORY OF NC HUMAN RELATIONS COMMISSION -1970's



- ✓ Upon taking office in 1977, Governor Jim Hunt helped to increase NC Human Relations Council's budget by \$65,000. Four positions were added.
- ✓ NC Human Relations Council sponsored an annual state recognition banquet and workshops at which individuals, persons in business and industry, and local human relations commissions were recognized for outstanding accomplishments in human relations
- ✓ In 1977, NC Human Relations Council sponsored a comprehensive bill on employment and housing. Although the bill did not pass, its introduction and Governor's recommendation led to the passage of the Fair Employment Practices Act by the NC General Assembly, a policy statement for NC which enabled Council staff to receive and investigate employment discrimination charges for the first time in NC's history. No enforcement power was included with the act
- ✓ In 1978, the Fair Employment Practice became law. NC Human Relations Council devised complaint procedures to follow and administrative procedures necessary for the operation of the program.

## HISTORY OF NCHRC -1970's

- ✓ In 1979 ,a Memorandum of Understanding was signed by Governor Hunt and by U.S. Dept. of Housing and Urban Development (HUD) establishing the first state new Horizons Fair Housing Assistance Program in the nation. A HUD grant was received to fund the activities of New Horizons Task Force in developing fair housing strategies for North Carolina
- ✓ NC Human Relations Council received an onslaught of employment complaints; therefore, the Council's director redeployed the staff and redistributed the caseload and an intake system was also developed to receive and screen the complaints. A conciliation officer was also hired at the Council

**HISTORY OF NC HUMAN  
RELATIONS COMMISSION-  
THE 1980's**



# HISTORY OF NCHRC- THE 1980's

Under Governor Hunt's administration, the NC Human Relations Council did the following:

In 1981, NC Human Relations Council sponsored legislative bills on jury selection and on dangerous weapons. Both bills passed the NC General Assembly

In the same year, NC Human Relations Council held four regional public hearings to determine the state of human relations in North Carolina. Findings and recommendations were published in a report of Four Public Regional Public Hearings

Also in the same year, the NCHRC Human Relations Council authorized a number of studies on human relation issues:

- A study on black employment in the North Carolina school systems
- A study of fair sentencing in North Carolina.
- A study to update a 1978 voter registration study
- A study on laws affecting migrant workers and the extent of enforcement of the laws

In 1981 NC Human Relations Council sponsored bills on jury selection and on dangerous weapons

In 1983, NC General Assembly passed the North Carolina State Fair Housing Act giving the NC Human Relations Council the authority to enforce the law. The protected classes were race, color, sex, religion and national origin.

# HISTORY OF NCHRC- THE 1980's

- In 1985 when Governor James Martin took office, the NC Human Relations Council conducted four (4) public hearings across North Carolina. A report entitled, "*Unequal Chances*" was the compilation of the information received from the hearings and the Council's recommendations.
- As a result of the Council's report, Governor Martin established, by executive order, the Governor's Task Force on Racial, Religious, and Ethnic Violence and Intimidation. Council members were a part of the Task Force
- The Task Force's work led to the NC General Assembly's enactment of the North Carolina Civil Rights Interference Act, giving victims of hate-violence the legal right to sue their attackers and giving the Council the authority to bring suit on behalf of hate-violence victims



# HISTORY OF NCHRC- THE 1980's

- Due to the Task Force and Council's report, legislation amending NC's Criminal Code was also enacted increasing the punishment for crimes motivated by racial or ethnic hatred
- In 1987, NC Human Relations Council brought in over \$600, 000 from the HUD which enabled the office to become 100% computerized.
- Also in 1987, the NC Human Relations Council hosted the National Association of Human Rights Workers' annual conference in Charlotte, North Carolina.
- In 1988, NC Human Relations Council sponsored a bus trip to Washington, DC to participate in the 20<sup>th</sup> Anniversary of the March on Washington

# HISTORY OF NCHRC- THE 1980's

- In the same year, the Council created a statewide network to collect reports of hate-violence incidents and to assist victims of hate crimes. The network was called the Hate Violence Information Network (HAVIN)
- In 1989, the Council began conducting annual training for local human relations members and staff helping to advance the field of civil and human rights in North Carolina
- The Council also sponsored a booth at the North Carolina State Fair to help make the public aware of services offered by the Council
- The Council developed a quarterly newsletter called "*Outreach*" as well as developed annual reports to give to the Governor and NC General Assembly

**HISTORY OF NC HUMAN  
RELATIONS COMMISSION-  
THE 1990's**

# HISTORY OF NCHRC- THE 1990's

Under Governor Martin's administration, the NC Human Relations Council also did the following:

- In 1990, NC Human Relations Council was renamed NC Human Relations Commission to reflect the state agency's legal enforcement functions.
- Also in 1990, the Commission advocated for several amendments to the State Fair Housing Act. The amendments were passed by NC General Assembly to protections for persons with disabilities and families with children. This enabled North Carolina to become the first state with a fair housing law to be recertified by HUD as substantially equal to the U.S. Federal Fair Housing Act
- Between 1990 and 1991, the Commission hosted the U.S. HUD's Annual National Policy Conference; organized and hosted the National Dr. Martin Luther King, Jr. Youth Assembly with over 800 children from across the nation and Canada participating and receiving training on Dr. King's principles on non-violence; and hosted a National Employment Workshop with the International Association of Human Rights Agencies (IAOHRA)
- In 1991, the Commission implemented a statewide criminal justice conference on the use of force by law enforcement and community policing. As a follow-up to the conference, the Commission began a series of public meetings across the state for citizens to voice their concerns on the issues. The meetings were held in Winston-Salem, Wilmington and two were scheduled for Charlotte and Asheville



## HISTORY OF NCHRC- THE 1990's

- Also in 1991, the Commission began keeping logs on how many hate crime/bias incidents occurred in North Carolina throughout the year
- In 1992, federal funding allowed the Commission to create two positions not appropriated with state funds
- The Commission expanded and intensified its police community training program with at least two law enforcement departments being trained each month across the state
- The Commission co-sponsored, with the NC Dept. of Public Instruction, the North Carolina Chapter of National Association of Human Rights Workers, Z. Smith Reynolds Foundation and North Carolina Public Television in the development and completion of an education video and teacher's curriculum guide entitled, *"Africa Meets the Americas: A Lasting Presence in North Carolina"* for the fourth grade classes in the public school system

# HISTORY OF NCHRC- THE 1990's



- ✓ In 1993 under Governor Hunt's third term, NC Human Relations Commission became the staff for the Migrant Farmworker Council and the Dr. Martin Luther King, Jr. Commission.
- ✓ In October 1993, the Commission signed an agreement with HUD in becoming a fully substantially equivalent Fair Housing agency. The Commission was the second state agency in the country and the first state in the southeast to receive this status.
- ✓ The Commission receive a special grant of \$165,000 from HUD to establish a nine-site Fair Housing computer intake network. The grant provided the agency with ten personal computers and two additional staff members.
- ✓ Between 1993 and 1994 with the Commission's help, five new local human relations commissions were established
- ✓ In 1994 ,backlogged fair housing cases were resolved which resulted in a \$120,000 cooperative funding agreement with HUD
- ✓ Two statewide television forums on human relations issues were held through the State's OPEN/Net program
- ✓ In April 1994, the Commission returned to the former tradition of having a statewide awards banquet to recognize individuals and businesses which had made significant contributions to human relations issues

# HISTORY OF NCHRC- THE 1990's

- ✓ In the fall of 1994, the Commission, in conjunction with NC Chapter of National Association of Human Rights Workers, NC Youth Advocacy and Involvement Office designed and implemented the First Annual Community Symposium in Research Triangle Park which brought together over 150 Human rights advocates and children to interact and discuss critical community relations issues that needed to be addressed then and in the future. The forum produced two television forums : a open discussion on the findings of the Z. Smith Reynolds report on Race Relations in North Carolina and a Youth Speakout forum which allowed youth to discuss issues relative to race, violence and peer pressure
- ✓ Also in 1994, Governor Hunt called for the Governor's Task Force on Racial, Religious and Ethnic Violence and Intimidation along with the Commission and NC Dept. of Public Instruction to study the issue of hate in public schools. A report was completed, ideas along with recommendations from the Task Force, the Commission and NC Dept. of Instruction were sent to Governor Hunt concerning the issues.
- ✓ In the summer of 1996 throughout the South and in North Carolina, a rash of church burnings were occurring. Governor Hunt , through executive order, enacted the Governor's Task Force on Racial, Religious and Ethnic Violence and Intimidation to urge that their findings, observations and recommendations be used by the Governor as a basis for further action to prevent such crimes. The Commission staffed as well assisted federal, state and local law enforcement agencies, religious leaders, chosen legislators, community organizations, the NC Attorney General's office, the NC Dept. of Insurance. As a result of the Task Force's findings, NC General Assembly passed a statute which separated "*burning of churches and other religious institutions*" from "*certain other buildings*". Also, the penalty for burning religious structures was increased from a misdemeanor to a felony

# HISTORY OF NCHRC-

## THE 1990's

- ✓ In 1997, the Commission received a two (2) year grant from the Z. Smith Reynolds Foundation to deal with the new diversity that was coming and living in all parts of North Carolina. The result of the grant as a part of the "New Generation of Human Relations Programs Ambassador Kit"
- ✓ In the same year, the Commission conducted one statewide and four regional training conferences on race relations. Along with the Commission, Governor Hunt, as part of the North Carolina Initiative on Race, sponsored two statewide race relations conferences, targeting the law enforcement, religious communities as well as business and education leaders.
- ✓ In March 1999, the Commission, with assistance from Dr. David Kiel and Dr. Forest Toms, developed a workshop and training tool entitled, "*Responding to the New Diversity*" which was for local human relations commissions, community organizations, local law enforcement agencies, city and county governments, business and education leaders as well as religious leaders who were working to improve race relations in communities throughout North Carolina.

**HISTORY OF NC HUMAN  
RELATIONS COMMISSION-  
THE 2000's**

# HISTORY OF NCHRC- THE 2000's

- ✓ As a result of the Responding to the New Diversity workshop, the Commission developed a training program entitled "*Crisis Response- Responding to a Community Crisis Situation.*" In 1999 and 2000, the Commission conducted numerous of the training program approximately 25 local human relations commissions/ councils throughout the state.
- ✓ In summer of 2000, CommUNITY 2000 North Carolina, a project funded by the U.S. Dept. of Housing and Urban Development and in joint collaboration with Anti-Defamation League (ADL), the Leadership Conference on Civil Rights Education Fund (LCCREF), and the Center for the Prevention of Hate Violence was tasked to develop and implement local programs to prevent, respond to and reconcile housing related community tensions . The Commission aided CommUNITY 2000 North Carolina in its research, resource compilation and preparation of the report.
- ✓ The Commission continued to investigate fair housing cases, conduct trainings in fair housing, cultural diversity and hate crimes/bias incidents, kept a record of and investigate hate crimes/bias incidents, tried establishing local human relations commissions in areas of the state that did not have a commission



# HISTORY OF NCHRC- THE 2000's



- When Mike Easley took office in 2001, the Commission continued to investigate fair housing cases and was involved in dealing with community relations issues throughout the state
- On December 6-7, 2001, CommUNITY 2000 North Carolina and the North Carolina Human Relations Commission sponsored the North Carolina Hate Crimes Summit which invited local leaders to the summit to focus on, discuss and come up with recommendations on how to deal with hate violence issues in their communities. Approximately 100 leaders from all over the state in local human relations commissions, state and local law enforcement agencies, state and local education leaders, civil rights advocates and leaders of community organizations came to the summit
- From October to December of 2005, the Commission aided victims of Hurricane Katrina that were flown into the Raleigh area and placed in a temporary shelter until all of the victims could find housing either in North Carolina or find relatives in Louisiana, Georgia or Texas. The Commission handled some fair housing discrimination issues for some of the victims in North Carolina

# HISTORY OF NCHRC- THE 2000's

On February 22-23, 2006, the Commission held the North Carolina Leadership Conference in Fayetteville, North Carolina. Approximately 150 leaders from across the state attended the conference. The theme of the conference was "*Identifying the New Challenges in Human Relations 2005-2010*". Human relations issues that were discussed at the conference were:

- ❖ Legislative perspective on human and civil rights concerning education, fair housing, gangs in NC, racial profiling, hate crimes and workforce readiness
- ❖ Elements of a strategic plan for North Carolina and an effective human relations plan for North Carolina
- ❖ Group discussions on "What is our next step in developing effective partnerships and identifying problems for 2006 thru 2010?"
- ❖ Broadening our base of inclusiveness in the communities

On October 16 -17, 2007, the Commission, along with the North Carolina Chapter of National Association of Human Rights Workers, celebrated its 40<sup>th</sup> Anniversary Celebration with a conference in Raleigh, North Carolina. Approximately 300 leaders from across the state attended the celebration. The theme of the conference was "*Fostering Human and Civil Rights in the State of North Carolina.*" Issues discussed at the conference were:

- ❖ Dialogue on Race and Ethnic Relations
- ❖ Affordable Housing and the Sub-Prime Market
- ❖ Segregation in Education- "Back to the Future"
- ❖ Walls of Immigration Reform

# HISTORY OF NCHRC-

## THE 2000's

On February 6, 2008, the Commission, cosponsored by Meredith College, held their Human Relations Month celebration luncheon of North Carolina's Diverse Cultures in Raleigh, North Carolina on the campus of Meredith College.

On August 13-14, 2008, the Commission, co-sponsored by the High Point Human Relations Commission, the Greensboro Human Relations Commission and the Winston-Salem Human Relations Commission, the North Carolina Civil/Human Rights Conference in High Point, North Carolina. Approximately 500 people from across the state attended the conference. Some issues that were discussed at the conference were:

- U.S. Legislative Civil Rights Issues
- Americans with Disabilities Act in Public Accommodations
- Minorities Accessing State Contracts
- "Race Matter" in Education
- Sexual Orientation Discrimination
- Strengthening N.C. General Statute, Chapter 99-D (Interference with Civil Rights Law)
- What is Racial/Ethnic/Gender Profiling?
- The North Carolina Fair Housing Act
- Addressing the Minority Health Gap
- A look at Hate Crimes and Hate Bias Incidents in North Carolina
- Civil Rights Issues and Voter Registration
- Predatory Lending Laws and Recent Development
- The Impact of Gangs on Human Rights

# HISTORY OF NCHRC- THE 2000's



- When Governor Beverly Purdue took office in January 2009, the Commission went through a few changes due to the State's loss in revenue
- The North Carolina General Assembly added a section in the State Fair Housing Act dealing with discriminatory land use. The section basically states that land use planners, such as zoning boards, cannot discriminate based on the seven protected classes, or, with some exceptions, because a development or plan, may contain affordable housing. The section is in the State Fair Housing Act, N.C. General Statute § 41A-4(g)
- In the summer of 2009, the Commission lost four positions reducing the staff from 12 employees to nine (9) employees. One of the positions was a vacant position
- The Commission's organization was restructured to combine the two sections of the division (community relations section and fair housing section) into one section (fair housing and community relations)
- The Commission continued to investigate fair housing discrimination complaints but discontinued some of its community relations programs such as the Hate Violence Information Network (HAVIN) and the annual Hate Crime/Bias Incidents Log.

**HISTORY OF NC HUMAN  
RELATIONS COMMISSION-  
THE 2010's**



# HISTORY OF NC HUMAN RELATIONS COMMISSION- THE 2010's

- When Governor Pat McCrory took his office in January 2013, NC Human Relations Commission did not have an executive director until July 2013 when Emily Hunter was hired into the position
- In fall of 2013, the Commission applied for and received the U.S. Dept. of Housing and Urban Development's Fair Housing Assistance Programs' Initiative Grant for \$142,752
- With the grant, the Commission partnered with agencies and/or organizations in Fayetteville, Asheville, the North Carolina Cooperative Extension and the North Carolina Commission on Indian Affairs
- The grant allowed the Commission to develop fair housing discrimination brochures, develop fair housing brochures specifically geared towards the Native Indian population, provide training on fair housing design and construction issues, add a position to the Commission's staff, purchase and get an exhibition booth for the Commission
- The Commission continued to investigate fair housing discrimination complaints, provide fair housing to housing providers, cultural diversity training for local governmental agencies and community organizations and human relation orientation training to the local human relations commissions/councils throughout the state





# HISTORY OF NCHRC- THE 2010'S

In the fiscal year of 2014, the Commission conducted 60 outreach/trainings to housing providers, community organizations, city and county employees that reached approximately 1,620 people.

In January 2015, the Commission reinstated the annual Hate Crime and Hate Bias Incidents Log for the state of North Carolina.

In summer of 2015 within the North Carolina General Assembly discussions concerning the state budget, the North Carolina Senate proposed a bill to eliminate the North Carolina Human Relations Commission by July 2016. However, the North Carolina House proposed a bill to keep the North Carolina Human Relations Commission in existence and to keep the Commission under the North Carolina Department of Administration.

With the aid of Governor McCrory, some NC House of Representatives fair housing advocates, the North Carolina Chapter of the National Association of Human Rights Workers (NC-NAHRW), the North Carolina Housing Coalition, Legal Aid of North Carolina, local human relations commissions/councils across the state and some community organizations that advocate for fair housing, the NC General Assembly passed the 2016 state budget leaving the N.C. Human Relations Commission in existence and leaving it under the North Carolina Department of Administration.

# HISTORY OF NCHRC- THE 2010'S

- In the fiscal year of 2015, the Commission conducted a total of 49 outreach/trainings to housing providers, community organizations, city and county local human relations commissions and city and county employees that reached approximately 2,420 people.
- In 2015, the Commission received and recorded a total of 236+ hate crimes and/or hate bias incidents that occurred throughout the state of North Carolina. Out of a total of 236+ incidents reported to the Commission, 21 incidents were hate crimes and 215+ incident were hate bias incidents.

# HISTORY OF NCHRC- THE 2010'S



- After Governor Roy Cooper took his office in January 2017, the North Carolina Senate and the North Carolina House of Representatives of the NC General Assembly made a proposal in June 2017 that the NCHRC be moved from under the North Carolina Department of Administration (DOA) to the North Carolina Office of Administrative Hearings (OAH).

# HISTORY OF NCHRC- THE 2010'S

- When the bill was proposed by both the NC Senate and NC House of Representatives' session, the bill stated the NCHRC's mission, objectives, functions and enforcement powers would remain the same but the NCHRC would just move from DOA to OAH.
- In June 2017, the NC General Assembly passed the budget which stated that the NCHRC would be moved from DOA to OAH, beginning on July 1, 2017.
- As of July 1, 2017, the NCHRC became a section under the NC- OAH's Civil Rights Division. The Civil Rights Division in OAH now has two sections: the NCHRC and the Employment Discrimination Office.

# HISTORY OF NCHRC- THE 2010'S

- The Honorable Julian Mann, III is the Director and Chief Administrative Law Judge of the North Carolina Office of Administrative Hearings.
- Lamont Goins was named as the Executive Director of the NCHRC.
- Seven employees of the NCHRC staff were impacted by the move. They were: the NCHRC Agency Counsel, the NCHRC Program Manager, four (4) Human Relations Specialists and an Intake Specialist.



# HISTORY OF NCHRC- THE 2010'S

- In December 2017, the NCHRC staff physically moved their office.
- The NCHRC moved their office from the NC-DOA building located at 117 West Jones Street, Raleigh, NC.
- The NCHRC moved their office to the NC OAH building located at 1711 New Hope Church Road, Raleigh, NC 27609.



# HISTORY OF NORTH CAROLINA HUMAN RELATIONS COMMISSION

So, the history and the work of the North Carolina Human Relations Commission continues.....



NORTH CAROLINA  
Office of  
Administrative Hearings

**ANY  
QUESTIONS?**