

Sept 24, '63

Student Nonviolent Coordinating Committee
8 1/2 Raymond St. NW
Atlanta 14, Ga.

Report of Executive Secretary

The essential points I would like to cover in this report are:

1. General Comments On Fund Raising
 - Nat Cole Benefit
 - Contacts in Hollywood Community
 - October 5th Concert
 - Role of the Folk Singers
 - The Freedom Singers
 - Special Projects with volunteer fund raisers
2. Scholarship Fund
 - Tougaloo and Miles College Work-Study Project
 - Grant from United Council of Civil Rights Organizations
 - Incorporation of Student Aid Society
3. Legal Aid
 - Howard Moore and the Legal Defense and Education Fund, Inc.
 - National Council of Churches and Bonds
4. Promotion and Publicity
 - Photographic Exhibits
 - Photographic Book
 - Stamps and Cars for Freedom
 - Albany Defense Situation
5. Voter Education Project
6. Approval or Rejection of Grant from Southern Conference Education Fund, Inc.
7. General Comments on the Role of SNCC groups and staff personnel
 - The need for staff people to see themselves as organizers
 - Elimination of overfeeding projects
 - The need for local protest groups to hold regional and state conferences
 - Note improvement of communication between groups
8. Fall Leadership Conference - Approval or Rejection
9. Findings of the Personnel Committee
10. The need for the staff to do more writing.

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Atlanta, Georgia

SNCC PERSONNEL POLICY

1. The Executive Secretary is responsible for the functioning of SNCC personnel. He is assisted by a Staff Coordinator who will carry out the administrative work related to the personnel.

II. Hiring:

1. The Personnel Committee of SNCC will hold regular meetings. If may be hired on a temporary basis by the Executive Secretary and will be reviewed and hired on a permanent basis by the Personnel Committee. In the absence of the full committee, the Executive Secretary, the Chairman, the Staff Coordinator, Miss Ella Baker and Mr. Willie Paul Berrien are responsible for hiring, subject to review when the full committee meets.

2. The Staff Coordinator will be responsible for the dispersal of application forms for work with SNCC. None will be hired without returning this form to the SNCC office. When the form is received, the applicant will be interviewed by a member of the SNCC staff or Coordinating Committee and an evaluation given to the Staff Coordinator

3. The Staff Coordinator, in consultation with the Executive Secretary, will be responsible for the placing of office staff. Project Directors will be consulted before staff are placed with their projects.

4. There will be two categories of field staff:

a. Field Secretary-- a seasoned worker capable of running a project or doing independent work in a crisis area.

b. Field Worker--a probationary worker. His work shall be reviewed at the end of one month, again after two more months, and again after three more months time. The personnel committee will then decide if this worker should be made a field secretary. The Staff Coordinator shall handle the administrative work of securing evaluation of the field staff from the Field Secretaries or Project Directors.

5. Volunteer workers who are residents of local areas may be recruited by Field Secretaries or Project Directors and their names sent to the Atlanta Office.

6. Hiring of summer workers: All applications for summer work with SNCC must be in the Atlanta office two weeks before the annual spring conference. All applicants must be present at the conference for interviews. The Personnel Committee will meet following the conference to decide on applicants and their placement.

III. Pay for SNCC Staff:

1. Pay will be on the basis of need.

2. The maximum pay for any staff person will be \$45.00 per week.

3. Married staff shall receive a maximum of \$65.00 per week and \$10.00 per child.

4. Every staff person shall be paid a minimum of \$10.00 per week. If he has independent income he shall return the pay to SNCC as a donation. If payroll is not met, records will be kept and back pay returned when funds are available.

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81 Raymond st. NW
Atlanta 14, Ga.

DECISIONS MADE AT MEETING OF SNCC
EXECUTIVE COMMITTEE--ATLANTA, SEPT. 6-9

1. Priorities for Winter

- a) Mississippi Project
- b) Recruitment of staff
- c) Creating campus protest groups which will move out into the community in their action programs

Other programs will be continued.

2. Guidelines for making decisions on expansion and priorities in the next few months.

- a) Do we have competent people to handle the project?
- b) There should be a clear idea of our reason for going into an area and for a follow-up program: Guiding questions should be: What places will make for basic changes in the South? Where are the strategic points where the structure can be broken and how will we do it?
- c) SNCC must be responsive to requests for help from local areas. When staff is sent in at the request of local groups the emphasis must be on leadership training and development. For this task SNCC must develop a mobile project (a short term task force).

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3. Mississippi Project: A proposal for Mississippi programming and goals presented by Bob Moses was accepted.

- a) SNCC will launch a One Man One Vote campaign in Mississippi immediately.
- b) Sufficient personnel will be moved to Mississippi to implement this decision.
- d) A committee composed of Bob Moses, John Lewis, Jim Forman, and Ella Baker will deal with the implementation of these decisions and will report at the Coordinating Committee meeting.

4. Organizing in the South on Campuses

The Southern Campus Coordinator's report was accepted:

- a) Four field secretaries will be hired as soon as possible to travel to campuses.
- b.) Their work will be coordinated through the Atlanta office.
- c) They will work on local organizing for civil rights and will also work with campus civil liberties issues.

Concentration of recruitment and concentration on organizing will be in the Carolina's and Virginia, since that is where the bulk of the Negro colleges are located.

Attention will be given to the creation of Work-Study programs on campuses after the pattern of the Miles and Tougaloo projects. Campus Coordinator will secure a copy of the proposal and see that it is circulated to the Coordinating Committee, staff, and campus travellers.

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Details will be sent to you in a mailing soon.

Decisions of Executive Committee
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Specific assignments for work on recruitment and campus organizing were made to be followed up by Campus Coordinator.

5. March on Washington

- a) SNCC will continue to support the March Committee and March demands.
- b) Eleanor Holmes will be SNCC representative to the March Committee.
- c) SNCC will support People's Congress plan and 100 cities demonstrations.

The representative was instructed to:

- a) Press for connecting local demonstrations to march demands getting March Committee support for local protests.
- b) Send a memo to the Executive Committee reporting on decisions made at each March Committee meeting.
- c) Attempt to secure buses for transportation to the Congress which could be used in the South after the Congress.

6. Jobs Project

A proposal presented by Bill Mahoney for a project on economic problems was accepted.

- a) A Washington office will be established.
- b) This office will deal with employment and economic programs for areas where SNCC is working.
- c) The office will also deal with SNCC news and other liason needs in Washington.
- d) The personnel committee will fill the post.

7. Albany and Americus, Ga. Protest Campaigns

A plan for a protest march in or around Americus, Georgia was accepted. The March will take place on October 5. A committee composed of John Lewis, Jim Porman, Julian Bond, Michael Sayer, Eleanor Holmes, Charles Sherrod, and Bill Mahoney will map details for the March from the plan accepted by the Executive Committee.

8. New Projects

- a) A plan for a voter registration project in Southeast Atlanta was accepted.
- b) The Executive Secretary was instructed to plan for and attempt to secure funds for a voter registration project in North Carolina.
- c) The Executive Secretary was instructed to begin work on developing a voter registration project in East Texas.

Northern Contacts

- a) Someone will be hired as soon as possible to travel in the North with the specific purpose of working with and helping set up Friends of SNCC groups.
- b) Work should begin with the Chicago Friends of SNCC toward setting up a conference or meeting for Northern SNCC supporters.

Two and a half years have passed since the suit was filed. In the meantime, conditions have not changed.

CONTRABAND MILITIA INTIMIDATES PROTESTERS

The County Sheriff's Department, under the direction of Sheriff Jim Clark, (who has attended every mass meeting held by SNCC, the Dallas County Voters League or the Dallas County Improvement Association, with his gun on his hip and frequently, an electric cattle prod in hand) maintains a 300 men strong militia.

This specially deputized posse was used to hinder union activity in Dallas County (there is only one union there now) and has been used to intimidate Negroes at mass meetings. At least one hundred of these deputies wear old army fatigues and boots. They are empowered to carry weapons and make arrests--one struck 23 year old Willie Robertson from behind on September 16 as he was leaving a sit-in at Carter-Walgreen's Drug Store in Selma; he required seven stitches.

On September 23, the Selma Times-Journal reported that at least 50 state patrolmen, headed by Al Lingo of the state Department of Public Safety, had come into the town at Sheriff Clark's request. For the past four days, at the time of this writing, the state patrol has kept the First Baptist Church--at which mass meetings have been held and from which some demonstrations have originated--surrounded. The Montgomery Advertiser reported today that 17 cars of state police aided in halting a picket of 28 students on September 25.

Prior to his arrest on Sept. 24, SNCC Staff Coordinator Worth Long stated, "Selma is in a state of siege. Everywhere you look you see state patrolmen or members of the special posse brandishing clubs and cattle prods."

To date, about 100 high school students and students at Selma University (Negro) have been arrested on charges of "truancy." Police have stopped students wherever they have gathered, or while they walked along the street, and arrested them for "truancy."

ORGANIZED RESISTANCE TO EQUAL EMPLOYMENT OPPORTUNITIES

The Trailways bus station is the only desegregated public facility in the county. There is no Greyhound line.

52 percent of the Dallas County families have an income of less than \$3,000, or less than \$54 a week. However, 6 percent of the families have an income of \$10,000 or more. In 1959, some 750 families possessed about \$3,500,000 in income.

The president of one of the largest manufacturing companies in Selma is also the president of the county's White Citizen's Council. Reginald Robinson, a field secretary for SNCC reported in the fall of 1962 that, "Businessmen who do not support the White Citizens Council cannot make loans in the local bank. I was told that members of the Council are working in key positions in banks and the city government."

With the white power structure connected to the Citizens Council, and with the U.S. Armed Forces Defense Bases maintaining a supporting position in maintaining the racial status quo of this black belt county, the hope of fair employment for Negroes is dim indeed. The USO itself does not admit Negro servicemen.

The Commander of Craig Air Force Base has thus far refused to direct his attention to the rigid segregation policies which affect both the citizens of Selma, and the men under his command. Secretary of Defense McNamara's June 8, 1963 Directive makes it clear that, "Every military commander has the responsibility to oppose discriminatory practices affecting his men and their dependents, not only in areas under his immediate control, but also in nearby communities where they may live or gather in off-duty hours....The commander of a base, therefore, has the responsibility...to declare off-limits communities in which discrimination exists."

A dairy company, Clover Leaf Cream, which supplies products to Craig Air Force Base, has a government contract. It hires no Negroes.

"ONE MAN - ONE VOTE"

The first demand of the Negro community in Selma is for "Voter Registration without Intimidation." The Selma movement has adopted the SNCC slogan "One Man - One Vote" as its own.

Other demands at present call for fair employment practices; the release of all demonstrators and dropping of charges; and the integration of public facilities.

The Negroes of Selma and Dallas County are politically impotent without the vote. They have no way of influencing the choice of those who hold public office, even though they are in the majority.

Further, they have no channels for redress of grievances. It is not possible for them to appeal to the sensibilities of influential whites to pressure city officials to relieve the suppression of First Amendment freedoms for the Negro community. The leading businessmen of Selma placed a full-page advertisement in the Selma Times Journal on September 22, 1963, which makes clear the connection between business interests and the "inherently unequal" system of segregation. (see Appendix I)

They cannot turn to the average white citizenry when between 200 to 500 white males in the town are deputized in a special vigilante force.

They cannot go to local and county law enforcement officials, who have made it plain that they are there, not to protect rights of protest and the vote, but to keep down any dissent or any concerted attempts to get the vote. On September 24, billy clubs and electric cattle prodders were used on bystanders who were forced off Sylvan Street in front of the First Baptist Church. They had not been demonstrating.

The Negroes cannot hope for the protection of the Federal Government which, at best, filed suit two years merely to enjoin the registrar's practices. On the basis of past experience, there is little hope that the Federal Government will now prosecute those who are now depriving Selma Negroes of their constitutional rights.

PRESENT DAY LYNCHING METHODS USED

Between April 1882 and January 1913, there were 21 lynchings (reported) in Dallas County. All of the victims were Negroes. The Dallas Gazette carried the following notation on November 24, 1859:

Because so many slave crimes were punishable by death a relatively large number of executions occurred. They were morbid and horrible spectacles.... Often they were held on the plantation where the crime had been committed and all the slaves from the surrounding countryside were required to attend, so that the full impact of the fearful consequences of wrong-doing might sink deep into their minds.

The consequences of wrong-doing today take the form of beatings, shots in the night, and state-organized police brutality. The following is a brief chronology of harassment of voter registration and protest efforts during 1963.

April 17--Voter registration worker Lonnie Brown reported that "persons unknown" fired two shotgun blasts into his house.

June 12--SNCC voter registration worker Bernard Lafayette, 22, was beaten by two white men in front of his house after he answered their plea to help push a stalled car. Lafayette had two stitches taken in his head after the beating.

June 17--A young voter registration worker for SNCC was punched and shoved by a Deputy Sheriff here today. Bossie Reese, 19, was "literally thrown" into the sheriff's office while he

watched Negroes take a registration test. He was arrested and charged with "failure to obey an officer" and "resisting arrest."

July 12--Bosse Reese was tried and convicted of "conduct calculated to breach the peace."

July 23--16 year old SNCC worker Alexander Brown was arrested here two days before he was scheduled to testify at a Justice Department hearing on discrimination against Negro voters in Dallas County. Brown, who was arrested by Sheriff Jim Clark, was charged with "false identity."

September 15--Five Negro students were arrested during a sit-in demonstration here. Two others were beaten by bystanders during sit-ins; one of them Lula Brown, 15, was knocked off a lunch counter stool by the owner of the Carter-Walgreen Drug Store. She was shocked by an electric cattle prodder by a man believed to be a member of the special posse. 63 other youths--including SNCC Staff Coordinator Worth Long and local SNCC worker Benny Tucker--were arrested during a march staged into downtown Selma. Long and Tucker were picked out of the crowd by Sheriff Clark.

September 17--SNCC worker Worth Long, 27, reported he was beaten in the county jail by Deputy Sheriff W.T. Marvell in front of 22 arrested demonstrators who witnessed the beating, on September 16. Long was released from jail this morning when charges are dropped because he was not in the demonstration but watching it.

September 18--Demonstrations continued with picketing by young Negroes. SNCC worker Wilson Brown was arrested as he stood watching a picket at the Carter-Walgreen Drug Store. He was wearing a t-shirt with "don't buy downtown" printed on it, to emphasize the selective buying campaign which got underway last week.

September 20--The boycott of classes by Negro students continues here for the fifth day. Between 500 and 1,000 students have remained out of school to protest segregation in the public schools. 25 more students make applications at the library before it closes again.

September 21--The Air Force refused today to act on a request from SNCC that Selma be declared off-limits for personnel from Craig Air Force Base because of discrimination in the city. The request was made by SNCC worker Worth Long, Selma student leader Celophus Hobbs and Mrs. Amelia Boynton, a local businesswoman, in a conference with Craig Commander, Colonel Richard Ault. When Ault refused, SNCC Chairman John Lewis in Atlanta wired the defense Department in Washington. The Department also refused to act on the request.

September 23--50 state patrolmen headed by Al Lingo surrounded mass meetings at the Brown Chapel A.M.E. and First Baptist

Churches as SNCC Chairman John Lewis spoke. SNCC worker Benny Tucker, 21, a clergyman, sought sanctuary in the Baptist church when he learned of a warrant out for his arrest.

September 24--Police arrested Worth Long and Rev. Benny Tucker in the middle of a prayer led by Tucker at First Baptist Church. Tucker was charged with "contributing to the delinquency of a juvenile," (bond: \$2,500) and Long was charged with "interfering with arrest," (bond: \$2,500). A total of 122 young Negroes were arrested for "unlawful assembly" as they started walking toward the downtown area. 85 others were picked up earlier on charges of "truancy" when they left school.

September 25--John Lewis, Chairman of SNCC, was jailed here with 27 students from Selma University. Lewis, the first to be jailed, was leading a picket at the county courthouse demanding "Voter Registration Without Intimidation," and "One Man - One Vote."

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For further information contact:

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"ONE MAN - ONE VOTE"

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The attached advertisement for the Dallas County White Citizens appeared in the Selma Times-Journal on June 9, 1963.