



CODRE NEWS

NEWSLETTER FOR THE COMMISSION ON DIVERSITY & RACIAL EQUALITY SPRING 2015



Letter from the Chair

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Assistant Vice President for Health Affairs-Diversity Initiatives and Inclusion,
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The University's 21st Century Initiative is a time to focus on our priorities and seek opportunities for us to thrive as a community. The dynamics of diversity is rapidly changing; consequently, we need to explore new paradigms which may assist us in providing solutions for achieving equity. We have to shift our thinking beyond the idea that diversity and engagement is only a way of helping others to have the opportunity to reach their potential to a concept that helping others is the key to helping ourselves and the institution reach the level of excellence.

The need for this new paradigm is essential in our changing environment to seize future opportunities which can be used to leverage and ultimately be able to respond strategically utilizing the diverse human talents and aptitudes that we are or will be

fortunate to encounter. We need to see diversity more broadly. It has to go beyond numbers to include the development of a culture of inclusiveness. It has to be an interconnected component of the institution's mission. Diversity has to be a key component of strategic planning.

We need to encourage and foster all our constituents' growth and development to allow for everyone to be successful on our campus. The concept of inclusion is critical in the process. The ability for everyone to have a voice and feel appreciated is vital for the overall mission of our institution. By augmenting a culture and climate that demonstrates its belief that diversity and inclusion adds value to intellectual development, academic enrichment, patient care, research and community engagement, we believe we are at a decisive moment to be an innovator for other institutions to follow.



Diversity on Campus

featuring Dr. Derek Greenfield

Join the Cultural Center and UofL Athletics for a discussion on diversity and inclusion. Guest presenter, Dr. Derek Greenfield, is a diversity consultant and former faculty member, familiar with all aspects of the university experience. On Tuesday, February 17th & Wednesday, February 19th, Dr. Greenfield will host various that will give faculty, staff and students the opportunity to engage in a dialogue on diversity, inclusion and leadership.

Dr. Derek Greenfield is a visionary speaker, consultant, and thought leader dedicated to inclusive excellence and positive change. With his dynamic and interactive approach, creative ideas, track record of success,



and sense of humor, Dr. Greenfield has become a highly requested presenter across the globe. His powerful keynotes and workshops on issues such as diversity and inclusion, motivation, team building, student development, innovative pedagogy, and hip-hop culture have been featured at a wide range of conferences, companies, and colleges, including McDonald's Corporation, NCAA, International Conference on Cultural Diversity, Hilton Hotels, Massachusetts

Institute of Technology, National Black Student Leadership Development Conference, Progress Energy, and the NBA's Milwaukee Bucks.

Prior to his full-time speaking career, Dr. Greenfield spent over 20 years as a dedicated and talented college professor and administrator. He most recently served as Director of Educational Equity and Inclusion at Alcorn State University in Lorman, MS. Under his leadership, Alcorn became the first HBCU and only school in Mississippi to receive the prestigious Higher Education

Excellence in Diversity Award twice from Insight into Diversity magazine and was named a leader among HBCUs for diversity in a Huffington Post feature article. As a testament to his talents and passion, Dr. Greenfield has received numerous awards for teaching and service, and he was recently named to a prestigious position as a Kellogg Fellow.

This event is co-sponsored by the Association of Black Students, Commission on Diversity and Racial Equality (CODRE), and the Woodford R. Porter Scholars.

CODRE Signature Event

Disability Awareness

The Commission on Diversity and Racial Equality (CODRE) is actively planning a week of workshops and activities focused on the topic of disability during the period March 30 – April 3, 2015.

Events will be held on both the Belknap and the HSC campuses. Students, staff and faculty with disabilities contribute to the rich diversity that defines the University of Louisville. Are you interested in the perspectives of persons with disabilities? Just how inclusive is our campus? What can you as an individual and we as a collective community do to increase the accessibility and inclusiveness of our campus?

Mark your calendar and plan to attend our keynote presentation on Wednesday, April 1, 2015, at 1:00pm in Ekstrom Library's Chao Auditorium. Our keynote copresenters are Scott Lissner, ADA Coordinator at The Ohio State University and Immediate Past-president of the Association on Higher Education and Disability (AHEAD), and Brenda Brueggerman, Executive Director of UofL's English Composition Program and incoming President of the Society for Disability Studies. Lissner and Brueggerman will address what it means to be an inclusive campus and how incorporating a disability studies initiative

into the curriculum can assist in meeting those goals.

Other topics for the week will include: the Disability Resource Center's Disability Advocacy Project, launching the Accessible Icon Project, the intersection of disability and spirituality, a session on autism/Asperger's, the

medical versus the social model of disability, and a panel discussion of students, staff and faculty with disabilities addressing barriers to inclusion.

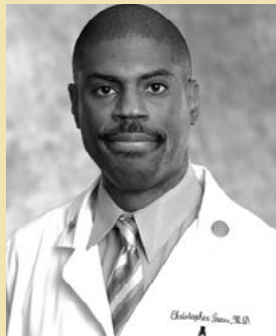
For more information on the week's activities, contact cathy.patus@louisville.edu or visit louisville.edu/disability/codre.



IN THE SPOTLIGHT:

Dr. Chris Jones

Christopher M. Jones is the Interim Director and Assistant Professor of Liver Transplantation at University of Louisville Medical Center. After graduating from Brown University in Providence, Rhode Island, Dr. Jones earned his M.D. degree at Georgetown University School of Medicine in Washington, D.C. He served his surgical residency at Vanderbilt University Medical Center where he spent two years in the laboratory doing basic science research under the tutelage of Dr. Ravi Chari. Dr. Jones' passion for transplant surgery flourished when he was accepted to the Ronald Reagan UCLA Medical Center for abdominal organ transplantation. Here he worked with Dr. Ronald W. Busuttil, a pioneer in abdominal organ transplant surgery, learning the specifics of adult and pediatric transplantation. Dr. Jones has been a member of the department of surgery since 2010. He has worked with the transplant team to increase the number of liver transplants performed. Currently he is working with Kosair Children's Hospital to develop a comprehensive pediatric liver transplant program. Dr. Jones has performed over 300 liver transplants and is internationally known for his surgical expertise and clinical acumen. Furthermore, Dr. Jones serves as a reviewer on the editorial boards of many prestigious journals. He has written 5 book chapters, 100 abstracts and 50 peer-reviewed scientific publications. Christopher Jones is a member of many national and international surgical and transplant societies and holds key committee memberships. Dr. Jones has a passion to increase underrepresented minority organ and tissue donation and transplantation. Locally he works with Kentucky Organ Donor Affiliates to educate all citizens of the commonwealth on organ transplantation. Nationally he serves on the board of United Network for Organ Sharing where the rules on organ sharing and transplantation are created. Dr. Jones has demonstrated and continues to pursue a life-long commitment to the care of desperately ill patients, the training of medical students and residents, and scientific advancement in the field of transplant surgery.



New Commissioners



John Chenault

John Chenault is an Associate Professor and medical librarian in the Reference Department of the Kornhauser Health Sciences Library (KHSL). He earned his library science degree from the University of Kentucky, and a MA degree in Pan African Studies (PAS) from the University of Louisville.

Chenault has served on the Diversity Task Force for the University Libraries, taught courses on diversity, attended diversity-themed national conferences, and traveled abroad on several occasions in support of initiatives and programs sponsored by the Office of International Diversity and Outreach Programs in the College of Arts and Sciences. In 2014, he joined the Multimedia Diversity Project Committee at the UofL Medical School to assist with the development of various marketing and promotional initiatives.

In addition to his duties as a medical librarian, Chenault teaches courses in the distance education program for PAS and is currently pursuing a PhD in Pan African Studies. Chenault also is a writer, composer, and playwright, with a career in the performing arts that spans more than four decades. His work has been published in books, anthologies, journals, and magazines, and his plays and music have been performed in the US, Canada, England, France and Germany.



Erica Gray

Erica Gray is an Academic Counselor for the University of Louisville's Talent Search program. Talent Search is a part of the Federal TRIO Programs (TRIO). This program provides outreach to low-income and first-generation students from disadvantaged backgrounds and encourages progress eighth grade-degree

Commitment

attainment. Previously, she was a middle Language Arts teacher for Jefferson County Public Schools and coached cheerleading, cross country, and dance teams.

She received her Bachelor of Arts in English from the University of Louisville in December 2005, a Master's Degree in Teaching from Spalding University, and currently pursuing an Ed.D. in Leadership Education from Spalding University."



Gaëtane Jean-Marie

Gaëtane Jean-Marie, Ph.D., is professor of educational leadership and department chair of Leadership, Foundations & Human Resource Education in the College of Education and Human Development (CEHD). Her research focuses on leadership development and preparation in a global context, educational equity in K-12 schools, and women and leadership in P-20 system. To date, she has over 70 publications which include books, book chapters, and academic articles in numerous peer-reviewed journals. Her recent publications

include two co-edited books, *The duality of women scholars of color: Transforming and being transformed in the academy* (2014, Information Age) and *Cross cultural women scholars in academe: Intergenerational voices* (2014, Routledge). Actively involved nationally, she is the editor of the *Journal of School Leadership*, former book review editor of the *Journal of Educational Administration*, and serves on the editorial board of the *Journal of Research on Leadership Education* and *Journal of Educational Administration*, and is a reviewer for several journals. She is also past president of the Leadership for Social Justice AERA/SIG and is the co-founder of Advancing Women of Color in the Academy (AWOCA), a scholarly inter-ethnic, trans-disciplinary, and cross-institutional network linked by research in the field of education and higher education dedicated to the advancement of women of color in the academy.

Dr. Selene G. Phillips

Selene G. Phillips is a member of the Lac du Flambeau Band of Lake Superior Ojibwe Nation of Wisconsin and an assistant professor in University of Louisville's communication department, where she teaches journalism and Native American courses.

Phillips was awarded the Arts & Sciences Faculty Diversity Champion Award at UofL in 2014.

Her poem, "i miss Lac du Flambeau" won the 2013 Women Who Write International Poetry Contest and appears in *Collopie* 2013: The 20th Anthology. Her poem, "ceremonial death dance," was published in the Oneida publication *Yukhika-latuhse?*

She does research on and performs in Chautauquas as Sacagawea and First Lady Mary Todd Lincoln. Her Ph.D. is in American Studies from Purdue University. Her master's is from Indiana University's School of Journalism, and her BA is from Purdue University, where she double-majored in radio and television, as well as science and sports movement.

Phillips has worked as a television anchor, reporter, and producer. She also worked for Purdue University as a business writer and as a communication and training specialist for Purdue's Affirmative Action Office.

She served on Indiana's Native American Council and worked as a vocational counselor and job developer for Indiana's American Indian Business Association. She is the advisory board president



of the Sequoyah Research Center at the University of Arkansas at Little Rock.

Phillips belongs to the Native American Journalists Association, NAJA, and worked with UNITY: Journalists of Color, an alliance of the Asian American Association of Journalists, the National Association of Black Journalists, the National Association of Hispanic Journalists, and NAJA, all of which advocates for fair and accurate reporting.

Phillips is a member of the American Journalism Historians Association; the American Indian Studies Association; the American Studies Association; The Honor Society of Phi Kappa Phi; the Indigenous Professors Association; the National Communication Association; the Native American Indian Studies Association; the Southern States Communication Association; and the Society of Professional Journalists. She also serves as the faculty advisor for the University of Louisville's Native American Student Organization.

Making a Difference

by Dr. Charles Sharp

My six years of service (2008-2014) as a member of the presidential Commission on Diversity and Racial Equality (CODRE) become one of the most rewarding experiences during my ongoing tenure here at the University of Louisville. As a university professor it is my goal to make a difference in the individual lives of my students. As a member of CODRE I had the opportunity to make differences at the organizational level. Agents of change and difference often encounter challenge at the organization level; and most especially concerning often complacent academic organizations. Therefore, the sometimes self-charged mission of members of CODRE becomes particularly challenging as we seek to be catalysts of positive change and difference. The below summarizes my primary areas of service and accomplishment during my period of service as a member of CODRE:

Diversity Programming Committee

My service to CODRE has involved work in various and numerous areas. My area of longest service was as a member of the Diversity Programming Committee. The beginning of my service on this committee predates my appointment to CODRE. The Diversity Programming Committee itself has a lengthy history that includes a period when it was unfunded and its identity/purpose was unclear. A core group of members that included myself continued to serve on the committee even though the committee lacked official charge and funding. During my period of service on the committee as also a member of CODRE the identity/purpose and funding of the committee has been both clear and productive.

Elected Vice-Chair

My many roles of service to CODRE have included leadership as I was elected Vice-Chair. According to the CODRE Bylaws the Vice-Chair position is

elected by the body of the organization. I was both humbled and honored to have been elected to serve in a leadership capacity. I had the distinct honor to serve as Vice-Chair during the administrations of both Chair James Brown and Chair Faye Jones.

Revision of Bylaws

As CODRE attempted to effectively move forward toward the achievement of its stated goals we encountered operational obstacles. There was sometimes a lack of clarity with regard to operational procedures and guidelines. It occurred that the bylaws of the organization had not been revised in a considerable period. Therefore, I had the opportunity to assume a leadership role in two complete revisions of the CODRE Bylaws.

Strategies to Increase the Representation of African American Faculty & Administration

A brief review of CPR Reports on the ethnic diversity of UofL faculty and administration (and other sources) reveals that opportunities remain in this area. CODRE has championed various strategies that attempt to increase the representation of African American faculty and administration. Those strategies that have achieved the greatest impact involve the recommended use of CONSENSUS for all faculty and administration searches. The use of the CONSENSUS software establishes accountability, and allows for reporting/tracking of minority faculty and administration candidates. Additionally, former Chair James Brown



Phyllis Clark presents an Award of Appreciation to Dr. Dewey Clayton (left) and Dr. Charles Sharp (right) for their years of service on behalf of the Commission on Diversity and Racial Equality (CODRE). Summer 2014.

and I solicited and received the agreement of Provost Shirley Willihnganz that a CODRE representative will be officially appointed as a full-voting member to every administration search committee.

Arts & Sciences Dean Search Committee

In keeping with her commitment the Provost appointed a CODRE representative to serve as a full-voting member of the Dean of Arts & Sciences Search Committee. Accordingly, Chair James Brown appointed me to represent CODRE on the search committee. The various struggles of this committee particularly with regard to issues relating to ethnic

diversity need not be discussed here. However, suffice to say that my presence on this committee representing CODRE made a difference.

Presidential Exemplary Multicultural Teaching Award

On behalf of the President CODRE recognizes faculty that consistently demonstrate effective multicultural teaching. The selection of the recipient of this award is primarily based on a portfolio review process. I am pleased to have served as a member of the committee that selected the recipients of this award during my years of service.

A Laudable Undertaking

by Dr. Dewey Clayton

I thoroughly enjoyed my three year service on CODRE. In fact, my term was for two years, but I renewed it for one more year. CODRE does extremely important work. To me, it is very rewarding to feel you are making a difference in the lives of people at the University of Louisville and working on issues of diversity. I enjoyed all of my committee assignments and responsibilities which included the Programming Committee, the Faculty Affairs Committee, the Ad Hoc Recruitment Committee (chair), and the Planning Committee for the UofL 50th Anniversary Commemoration of the March on Washington (chair). Lastly, I served as the CODRE representative on the College of Education and Human Development (CEHD) Dean's Search Committee.

I created lasting relationships while a member of CODRE and was extremely impressed with the level of dedication, commitment, and service I found among the members. During my first year on CODRE, the goal was to raise the profile of the organization. I think that collectively we were able to accomplish that goal. The work I did

was rewarding, largely because of the quality of people I was working with, and the assistance that everyone was always willing to give. I was a member of the Programming Committee two years, and were able to fund various student organizations on campus which allowed them to accomplish their goals. My second year, I served on the Faculty Affairs Committee. The committee reviewed research applications for undergraduate and graduate students and provided funding to those we deemed worthwhile. All of the students were engaged in fascinating research and we were able to assist them with their research projects.

At the end of my second year, I served as a member and chairperson of the Planning Committee for the UofL 50th Anniversary Commemoration of the March on Washington. In addition to commemorating this historic event, the committee chose to celebrate the diversity on campus. To that end, we reached out to all segments of the campus community to help us in the planning and implementation of the events. August 28, 2013, was a special day in the history of the

University because there was an exceptional turnout for our program which included the President, Provost, and Vice Provost of Diversity and International Affairs leading a symbolic march. It was one of the most memorable of my achievements in 20 years at the university. When CODRE was awarded the Black Image Award for the Best Cultural Program at UofL in 2013 as a result of this program, it was simply icing on the cake because we are here because of our students.

In my third and final year, I represented CODRE on the CEHD Dean's Search Committee. I was able to be an active and engaged member of that process and not just an observer. Though I am not a faculty member in the CEHD, I felt quite comfortable sharing my opinions and concerns from the initial stages of reviewing the applications all the way through the candidate interviews and the final selection process. I learned from serving on the committee that diversity matters in a real sense. I felt my presence on the committee was vital in helping to secure a diverse group of candidates who were invited to campus for interviews.

The Struggle for Human Equality

by Dr. Dewey Clayton

July 2, 2014, marked the 50th anniversary of the Civil Rights Act of 1964. It was a major milestone in the struggle for civil rights and human dignity by African Americans in this country. For those alive it was more than an indelible giant step in shared history; it was personal. We have not forgotten what a difference that day made.

At the time, Louisville's Fontaine Ferry Park, was at 230 Southwestern Parkway in the heart of the West End. C. L. Jeffries, a black

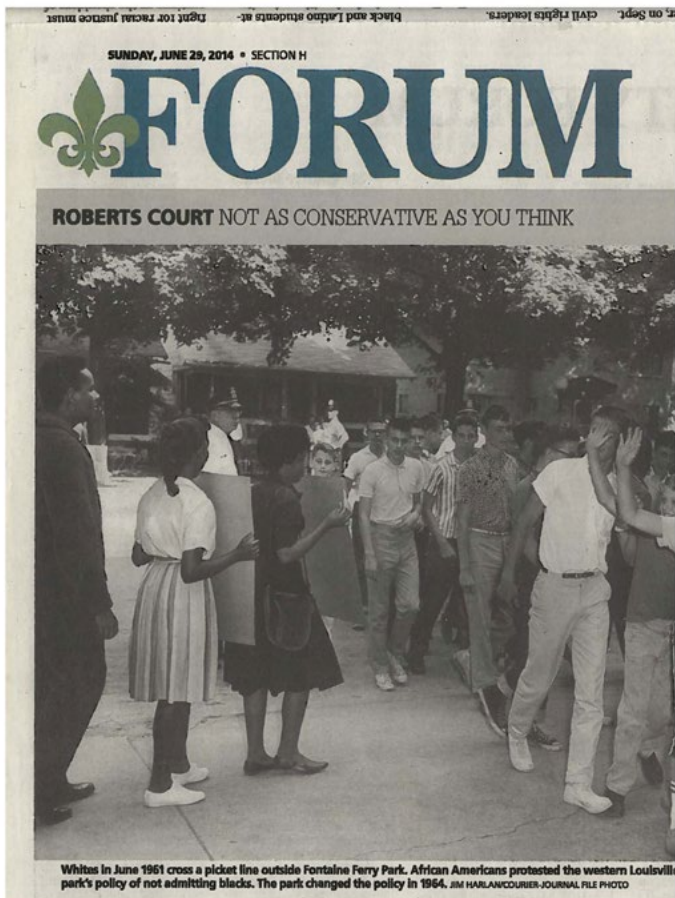
resident in New Albany, Indiana, reflected on his memories of Fontaine Ferry in a letter to the Louisville *Courier-Journal* newspaper in 2004. As students began departing the bus, all of the black students were being taken out of the line to the park entrance. He watched as the white children entered the park headed off in many directions. He and the other black children sat at picnic tables and watched as the white children ran throughout the park happy beyond belief. He said "the day that

should have been the most fun we ever had was the worst" (Louisville *Courier-Journal*, June 27, 2004). Dan Hall, Vice President of Community Engagement at the University of Louisville, recalled driving by Fontaine Ferry Park with his parents as a child and seeing the sights and sounds of the roller coaster and the swimming pool, but knowing that the park was reserved for "whites only."

Fontaine Ferry is only one aspect of a bigger story. Prior to passage of the Civil Rights Act of 1964, blacks were unable to do many things that whites in this country routinely took for granted. For example, when traveling, blacks couldn't stop and get gas at just any service station, or dine at just any restaurant, or spend the night at just any hotel. Blacks had to carefully plan their trips and identify places that would welcome them. In the legally segregated South, blacks had to endure humiliating signs that stated WHITES ONLY – NO COLORED ALLOWED or WE SERVE COLORED CARRY OUT ONLY. Because of this, Victor H. Green, a resident of New York City, created a travel book for African Americans

called the Green Book to use as they traveled. Blacks could refer to the book, which listed places in all 50 states, to plan ahead where they could stop and eat or spend the night. The 1949 edition of the Green Book listed five hotels in Louisville, two tourist homes, 12 restaurants, one service station, two liquor stores, and an array of beauty parlors, barber shops, night clubs, and taverns.

By the 1960s, protest movements began to take shape throughout the South including Louisville, Kentucky, demanding desegregation in public facilities. African American high school students in Louisville began picketing and holding mass sit-ins at downtown restaurants and theaters in 1961, protesting the segregation practiced by these establishments which led to numerous arrests. The black adult community supported the young protesters by conducting an economic boycott of the local merchants known as "Nothing New for Easter." Marie Porter, a Louisville native, was a 15-year-old high school student at the time and a participant in the protests and sit-ins. She reflected on that



park entrance. She watched as the white children who had entered the park headed off in many directions, and toward the roller coaster.

She and the other black children sat at picnic tables and watched as the white children ran throughout the park, happy beyond belief. She said "the day that should have been the most fun we ever had was the worst."

Den Hall, an African American and vice president of community engagement at the University of Louisville, who grew up in the West End of Louisville, recalled driving by Fontaine Ferry Park with his parents as a child and seeing the sights and sounds of the roller coaster and the swimming pool, but knowing that the park was reserved for "whites only." Some blacks who attempted to go swimming there in the early 1960s were removed and "told that the pool was a private club and that city laws of integration did not apply."

Fontaine Ferry is only one aspect of a bigger story. Prior to passage of the Civil Rights Act of 1964, blacks were unable to do many things that whites in this country routinely took for granted.

For example, when traveling, blacks couldn't stop and get gas at just any service station, or dine at just any restaurant, or spend the night at just any hotel. Blacks had to carefully plan their trips, and identify places that would welcome them, since it was legal throughout the South for privately owned places of public accommodation to deny service to people based on their race.

In the segregated South, blacks had to endure humiliating signs that stated **WHITES ONLY - NO COLORED ALLOWED** or **WE SERVE COLORED PEOPLE**.



Dewey Clayton is shown with sisters Christy, Dawn and Cassandra in 1964, when the Civil Rights Act became law. COURTESY OF DEWEY CLAYTON

City, created a travel book for African Americans called the Green Book. Blacks could refer to the book, which listed places in all 50 states, to plan ahead where they could stop and eat or spend the night.

The 1949 edition of the Green Book listed five hotels in Louisville, two tourist homes, 12 restaurants, one service station, two liquor stores, and an array of beauty parlors, barbershops, nightclubs and taverns.

After World War II, black interest groups began challenging segregation in the courts and lobbying Congress and the president to pass meaningful civil rights legislation.

In 1954, the U.S. Supreme Court struck down the doctrine of "separate but equal" rendered in the U.S. Supreme Court decision *Plessy v. Ferguson* (1896), and ruled in the landmark case *Brown v. Board of Education* that whites and blacks could not be required to attend separate schools. The *Brown* decision marked a watershed moment

that would sweep across the nation.

But *Brown* did not solve the problem of segregation in America.

In addition to challenging segregation in the courts, blacks began nonviolent direct-action protests around the country in the form of boycotts, marches, sit-ins and freedom rides. By the 1960s, protest movements began to take shape throughout the South including Louisville, demanding desegregation in public facilities.

Raeal Cunningham, local president of the National Association for the Advancement of Colored People and a Louisville native, says that one thing stood out to him in the 1950s and 1960s: Downtown was totally segregated. Blacks couldn't eat in the five-and-dime stores, or go to the all-white movie theaters or become members of white churches.

Efforts by blacks to integrate public facilities in downtown Louisville began in 1960. Cunningham recalls one

gold medal to the bottom of the Ohio River.

The civil rights demonstrations in the South and white resistance reached a boiling point in 1963.

On June 11, 1963, President John F. Kennedy went on national television and called on Congress to pass a civil rights bill. After Kennedy's assassination in November 1963, President Lyndon Johnson took up the cause. Following 83 days of debate, Congress sent a civil rights bill to Johnson, who signed the Civil Rights Act of 1964 into law on July 2, 1964. Both of Kentucky's U.S. senators, John Sherman Cooper and Thruston Morton, moderate Republicans, were supporters of the bill.

The act barred racial discrimination in almost all areas of American life. One major provision of the act was to outlaw discrimination in public accommodations such as hotels, motels and restaurants that have a substantial relation to interstate commerce.

Another provision banned discrimination in employment by covered employers on the basis of race, color, religion, sex or national origin.

Though the city of Louisville passed a public accommodations ordinance in 1963, Fontaine Ferry Park wasn't racially integrated until the end of 1964. In 1966, the General Assembly passed the Kentucky Civil Rights Act.

Coincidentally, my family vacation to Myrtle Beach was on July 2, 1964, when the federal Civil Rights Act was signed into law.

The next day, we walked over to the previously "whites only" section of the beach, entered the amusement park and enjoyed a full day of rides, fun, and entertainment.

In a 2013 WFPF interview, Porter recalled an incident where she and other black students staged a sit-in at the Blue Boar Restaurant downtown on Fourth Street and she was punched in the stomach

CODRE News

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To submit article suggestions, contact the Communications and Marketing Committee codre@louisville.edu.

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COMMISSION ON DIVERSITY
& RACIAL EQUALITY



Louisville Defender publisher and civil rights activist Frank L. Stanley Jr., background right, marches on Fourth Street alongside students in March 1961, objecting that integration of downtown businesses was proceeding too slowly. CHARLES DARNEAL/COURIER-JOURNAL FILE PHOTO

period of discrimination practiced by the downtown white merchants by proclaiming the boycott gave her a sense of pride. She said she was proud to talk about not wearing anything new – if she wasn't allowed to try it on – as was the case with Stewart's – then she didn't want it. Blacks could shop in Stewart's, and they could buy clothes; however, they were not allowed to try them on.

The civil rights demonstrations in the South and white resistance reached a boiling point in 1963. After President Kennedy's assassination, Congress finally sent a civil rights bill to President Lyndon Johnson who signed the Civil Rights Act of 1964 into law on July 2, 1964. The act eliminated racial discrimination in almost all areas of American life.