—Maryland mocks

(Continued from Page 1)

a Johnny-come-lately through no fault of his own.

While non-whites were fighting for acceptance in good jobs with the state, white state employees were there all along, getting the necessary on-job experience for promotion and up-grading.

The weight of history and numbers, at this point, thus strips away much of the power of Rule 12-A, prohibiting bias.

For the bias is built-in and only a change of heart and mind, only the human element, can achieve greater opportunities for non-whites in state service.

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AS IMPORTANT as their being too few colored supervisors and executives in Maryland government, in the first place, is a second road-block keeping non-whites from making any significant inroads into higher level state jobs for years to come. This is Rule 31.

Rule 12-A bans bias; Rule 31 permits it — or at least serves as a mask to hide continuing discrimination in hiring.

Rule 31 specifies that a hiring officer can select one out of five candidates for any job under the state merit system. He does not have to take the highest ranking applicant on the list but any one of five he so chooses.

With a fair-minded supervisor, this is no hazard to a colored applicant being hired. It is no hazard if all five on the list are colored.

But this is Maryland. Hiring officers are almost always white; a colored applicant can only hope that the supervisor in question can rise above racial feelings, tradition or any other factor that cripples some white minds when they are confronted with a colored person.

In Maryland, where racial restrictions still apply in many public facilities, housing, education, it is an intelligent, extremely brave white hiring officer indeed who can resist tradition and just go on and hire a colored applicant.

Colored applicants do not find at present so much of a problem when they seek low-grade state jobs, clerical or semi-professional.

It is when non-whites seek employment at the middle and higher level state classified jobs that the subtle resistance begins.

Here a supervisor may be faced with hiring, say, the first colored statistician in a traditionally white government office, a job with some status in the government scheme of things. All the little pressures are apt to build.

Would the other employees resent a colored person? Would white clerical workers resent orders from a colored staff superior?

All too many supervisors obviously have been able to think of such negative reasons without giving too much thought to the qualifications on the non-white's records.

Chief this is painful. To think that white hiring officers would so alter their previous mental conditioning on the question of colored workers in a department traditionally all — white is to put more faith in human nature than any colored seeker of work with the state of Maryland can presently afford.

THE CELEBRATED case of Harold Jenifer and the Bureau of Recreation in Baltimore illustrates this perfectly.

A state agency was not involved but since the city government also permits its supervisors to hire on a one out of five eligible basis the Jenifer case as a good example.

In the spring of 1960, Harold J. Jenifer, a district superintendent with Baltimore's Bureau of Recreation ranked first on an examination for job as assistant superintendent of recreation. His score was 87.7.

Although Mr. Jenifer headed the list of eligibles for this job, Harold S. Callowhill, superintendent, chose a white recreation employee who score and past efficiency ratings were also lower than the colored worker's.

By-passing of the man most qualified for this top recreation job created a furore. The Equal Employment Opportunity Commission investigated and by a 6 — 2 majority) found no ("clear evidence of racial discrimination" on the part of the hiring officer, Mr. Callowhill.

But in a minority report, Leon Sachs, president of the Baltimore Jewish Council and at that time a member of the EEOC, flatly stated that "I am of the opinion that in this case Mr. (Harold) Jenifer was passed over because of his color."

"I make this finding because a careful examination of the evidence fails to reveal, to my mind at least, any scintilla of evidence which would justify the appointment of Mr. Cotrill" (the white recreation worker that Callowhill selected for the job.)

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AFTER THE EEOC investigation, the Jenifer case went to the City Council. There Councilman Solomon Liss spear - headed a special public hearing of the Jenifer by-pass.

Mr. Callowhill defended his choice of the white worker over Mr. Jenifer and the official transcript of that stormy hearing notes laughter *from the audience on hand when the recreation* chief explained h logic of his selection.

The Park Board, which **had final authority on the appointment in this job, strung along with Mr. Callowhill and so a less qualified white worker was placed and Mr. Jenifer refused.**

As stated, the Jenifer case is local but the city rules on hiring of municipal employees are similar to state Rule 31.

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HAD SOME other white supervisor been involved, the Jenifer case might have been less suspect.

Harold S. Callowahill, as reader of the AFRO are well aware, has been criticized numerous times in his 20-year reign as head of the Bureau of Recreation for his administrative policies.

Mr. Callowhill can by no stretch of the imagination be said to measure up to the ideal of a forward looking, liberal public servant.

Multiply his number by scores of other government bureaucrats and you have some idea of how touch the road ahead might be for the hundreds of bright young colored college students who may want to make service for the state their careers.

The Jenifer case points up the problem. Qualified people who want responsible jobs in the best man-made jobs are rejected by supervisors. Anglo - Saxon tenality renders them unqualified.

• • •

ALL 18,500 classified employees who work for the state of Maryland come under the merit system which is administered by the State Commissioner of Personnel. Merit system

Anyone who wants to work for the state first encounters the offices of State Commissioner of Personnel.

This agency recruits, tests and scores applicants for all classified jobs and then turns over its eligible lists to the official who must select new workers.

At the State Commissioner of Personnel offices, executive Wayne W. Ransom is in charge of personnel, recently: "Seven or eight years ago we voluntarily took off all references to race on job applications. All applicants are treated alike. We send out the lists to appointing officers and they hire from the list.

"There has been a marked change in attitude," said Mr. Ransom, commenting on integrating of state agency personnel.

He did admit that the hu*man element, as demonstrated in the Jenifer incident,* still entered significantly into the hiring decisions of many people in hiring posts with state agencies.

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MR. RANSOM was talking in his office in the new State Office Building on Preston St.

'I grant you that I could walk through this building and find departments in which there are no colored workers."

This was certainly true. Mr. Ransom's own agency barely missed being a segregated department.

With a staff of 86, three non-whites are employed, two clerks and a mailroom superintendent.

• • •

THE FACT that this agency secures and processes workers for the state of Maryland but had no colored employee except low-grade classified jobs seemed ominous.

This situation prompted other questions of Mr. Ransom.

QUESTION: CAN AN APPLICATION FOR A STATE JOB BE CODED IN SOME SECRET WAY TO INDICATE RACE IN SPITE OF STATE POLICY NOW FORBIDDING HIRING BIAS?

Answer: "I wouldn't say it couldn't be done . . . to the best of my knowledge it is not done. It is expressly against our policy."

QUESTION — MR. RANSOM, IS THERE ANY EDUCATIONAL WORK YOUR AGENCY CAN DO IN CHANGING SUPERVISORS ATTITUDES ABOUT HIRING COLORED APPLICANTS?

A—"It seems to me in our informal contacts with our agencies, I try to get across to our supervisors to not worry about this racial thing and try to see colored workers just as people . . . like everyone else."

Q — WITH INCREASING NUMBERS OF COLORED COLLEGE GRADUATES, WHY IS IT SO FEW OF THEM ARE IN EVIDENCE IN HIGHER JOBS IN MARYLAND STATE AGENCIES?

A—"All I can say is we take all comers. We test them; if they are qualified, we put them on the eligible list and send these lists to meet it."

is our responsibility and we meet it.

Q — THEN YOU ARE PASSING THE BUCK FOR THIS LOW PERCENTAGE OF COLORED WORKERS IN MIDDLE AND HIGHER LEVEL STATE JOBS ON TO THE DEPARTMENT HEADS WHO HIRE PEOPLE?

A — Yes.

Official Credence

Ransom also stated: "I suspect that this is a matter of people just having to change themselves. We can sit up here all day long saying this is the law and must be followed; the governor can say it, but it is up to the department supervisors to change."

Words that give official credence to the fact that racial discrimination in Maryland government is still present, even if illegal.

Legal power? Well, the Commissioner of Personnel is charged to "direct the administration and enforcement."

What is the answer?

An imaginative solution to past racial inequities in government service, and at the same time a guarantee of a healthy, democratic climate at all levels of state government, would be to:

1. Have it publicly stated that all applicants are indeed welcome at whatever job levels for which they may qualify.

2. And make it a matter of personnel policy that hiring officers actively concern themselves with ending the pernicious practice of for "whites only" in certain departments by deliberate recruitment of colored employees.

Such action would ease past pain and build a strong state service for the future.

But the attitude of department officials encountered seems a generalized "yes, I suppose we would have a more integrated work force since this is government but . . . "and the supposition always ends on that "but."

Some agency executives voluntarily began hiring on an integrated basis even without Rule 12-A to spur them. But most pay Rule 12-A lip service, if that.

EVEN AS THE world situation demands that this nation begin to make sense out of its most important domestic problem — race and color — state officials encountered during this survey showed no sense of national or local urgency.

In a booklet entitled "Careers in Maryland State Service" published by the Commissioner of Personnel, it is written:

"The State of Maryland welcomes your interest in pursuing a career in government services . . . State government offers many advantages to its employees in the form of fringe benefits not usually available in many industries and a solid feeling of security unavailable in industry today.

"There is a place for every college graduate in the Maryland state service and there are advancement opportunities in every category."

How much of this statement has an unspoken "for whites only" clause remains to be seen.

So far all available information reveals that while the state of Maryland needs qualified employees to man its ever increasing operations, its need has never been so desperate that it has campaigned actively to make colored Marylanders feel state service is anything approaching democracy in action.

Can Rule 31 be amended so that a supervisor has less room to exercise his personal prejudices in hiring?

Suggestion Made

ONE SOCIOLOGIST has suggested that the hidden prejudice which Rule 31 can mask can be smoked out if hiring supervisors were required to state their reasons for not hiring all the eligible **referred to them.**

As it stands, hiring officers can simply hire and that ends it.

If required to give clear-cut reasons for hiring or not, then the possibility of Jenifer incidents would be lessened.

In the meantime, significant and actual recruitment of colored workers is the only other solution.

There is nothing to prevent agency executives from encouraging non - white college graduates of this state to join the state service.

• • •

WHEN THE explanation is given that "we would have more colored employees in our agency if we knew of more that were qualified" officials ignore that after 100 years of getting the door slammed in their faces, many qualified non - white Marylanders have looked elsewhere for their daily bread.

The anti - bias law has been in force one year and non - white residents are sophisticated enough to know that a state hat has not represented them fairly in generations past, is not likely to have an overnight change of heart.

Said a Morgan State College graduate who plans to apply for a job as traffic analyst with the State Roads Commission (which has very few colored workers in any capacity) upon graduation:

"China is marching on India, Castro has rockets, the new African nations are emerging, the Common Market threatens American economy; everywhere white America is faced with new outside pressures by people who don't like us . . . and what do you bet that some guy behind a government desk of my state will probably want to give me a hard time because I wan4to go into traffic engineering.

"But I'm going to apply anyway, over and over again if necessary as long as it takes for them to wake up and realize that things aren't like they used to be."

Which is a brave approach.

Because when it comes to the mentality of Maryland's bureaucracy, sadly, all too often, things — racially—are just like they were.

NEXT WEEK: Integration at the Bottom — Segregation At The Top; a look at racial patterns within a state agency.

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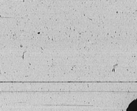

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New York, N. Y. (Special) — One of the most common afflictions is a condition known as "itching piles." It is most embarrassing for the victim during the day and especially aggravating at night.
No matter what you've used without results — here's good news. For the first time, science has found a new healing substance with the astonishing ability to promptly stop the burning itch and pain. It actually shrinks hemorrhoids — without surgery. Medical science has proved this substance produces a remarkably effective rate of healing. Its germ-killing properties also help prevent infection.
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—Festival

(Continued from Page 1)

families at Christmas.

Through the funds raised by last year's Festival, several hundred families, who would have faced a bleak Christmas otherwise, received clothing, food and toys.

Tickets will be on sale at the AFRO office, are scaled at $1.25 for adults, and 75 cents for children.

They may be obtained through the mail by addressing a request to the Festival of Music, 628 N. Eutaw St., Baltimore 1, Md., along with a check or money order.

Tickets will also be available at a number of locations throughout the city. This list will be published Tuesday.

Any group interested in joining in the promotion of the Festival, and at the same time raising funds for themselves, is invited to contact the AFRO City Desk at Mulberry 5-6015 for details.

Morgan Board okeys 13 moves

The Morgan State Board of Trustees meeting Wednesday, approved the following charges:

Mrs. Lillian M. Nealy, senior stenographer, was moved up to assistant registrar, based on her training and experience which qualify her for the job. She is a Morgan State graduate.

Accepted the resignation of **Miss Florence B. Simmons, assistant registrar.**

Appointed Mrs. Margaret A. Baker telephone operator 11 from operator 1.

Miss Hortense Opher appointed junior typist; Mrs. Gwendolyn Kellam appointed temporary principal account clerk, and appointed David Melvin temporary junior clerk.

Accepted clerical resignations from: Miss Toni Brown, Mrs. Alma Edwards, Miss Joan Simms, and Mrs. Roberta Ware.

Appointed Mrs. Agnes Williams, registered nurse.

Accepted maintenance resignations from: Phillip Berman and Arthur Jones, Campus policemen.

—Dr. Fassett

(Continued from Page 1)

Hulan signed a petition giving Mrs. Fassett $150 fee for her attorney and $128 per week alimony.

Dr. Fassett protested the amount, stating that his annual income was not $20,000 per year as declared in the petition for alimony.

The amount of alimony reached by an agreement by the couple, will not be paid through the court, but directly to Mrs. Fassett.

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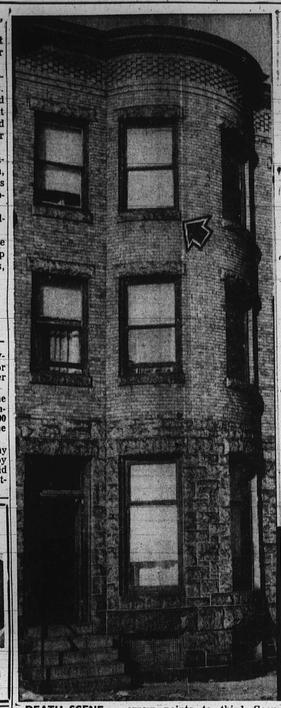

DEATH SCENE — arrow points to third floor apartment at 726 Reservoir St. where three people died in a double murder and suicide Tuesday night.

—Three die

(Continued from Page 1)

num said, she introduced her sister to Mr. Clark during a casual meeting at her home.

"They had never seen each other before, so you can imagine how surprised we were when they told us they were going to get married," the sister continued.

Wednesday, a week ago, they applied for a license and were married at the home of the Rev. Mr. Dobson Friday.

Mr. Moore then stepped up his compaign to "get" his former girlfriend, Mrs. Bynum declared.

• • •

MR. MOORE left no doubt of his intentions early Tuesday morning after Mr. Clark left for his job at the Diggs Motor Coach Company.

After watching the house for several minutes, Linda told police, Moore entered the apartment building. Upon reaching the third floor, he kicked in the apartment door.

Before leaving, the child said the man put his hands on the Bible and told Mrs. Clark:

"I'm going to kill you, your husband, and all the children. You'll never know when or where, but I'll get you, because I'm going to stay with you wherever you go."

ACCORDING TO Linda, Moore took the oath around 9 a.m. Tuesday morning.

Twelve hours later he had kept his promise.

Northern District officers—Lt. Horace Lowman and Sgt. Elvin Smedberg — said the former boyfriend again kicked in the apartment door about 9:30 that night.

Using a foreign-made nine millimeter automatic pistol, Moore opened fire on Mr. Clark who, along with his wife, had just retired for the night.

Linda, sleeping in another room with the other children, was awakened by the shot and rushed to the front room.

• • •

THIS IS what she saw:

"My step father had fallen on the floor and was bleeding very bad. Then Moore came over to my mother's side of the bed.

"She had jumped up, but he grabbed her by the arm, lifted it up and shot her.

"He put the gun in his chest and shot again then he fell," she said, dropping her weary head.

When police arrived Mr. Clark was still alive, Sergeant Smedberg said, but died en route to Provident Hospital.

He attempted to tell police what happened, but collapsing into unconsciousness before he could begin, police reported.

Mrs. Clark and Mr. Moore were pronounced dead on the scene.

The bullet that killed Moore, Sgt. Smedberg said, passed through his body, and grazed a four-year-old child, Judith, who was asleep in a crib in the front room.

The bullet from the powerful weapon then slammed into the mattress on which the child was sleeping, police reported.

When Mrs. Bynum, who lives a block from the death scene, arrived at the house she was greeted by "a horrible sight," she recalled.

• • •

"THERE WAS blood everywhere. I ran over to Charles (Moore) who was on the floor, but the police told me it was no use he was dead.

"I didn't see my sister at first, but Bernetta was sitting in a chair and blood was just flowing out of his side.

"They tried to get him to lay down, but he wouldn't.

"He wanted to know how Blanche was. When they (police) told him she was dead, he stood up and said: "God, let me live so I can take care of the children."

"Then he collapsed. He loved her so much," the sister added as tears welled in her eyes.

Mrs. Clark lay dead where she had fallen on the side of the bed, the witness said.

Mrs. Pearl Parker, 2500 block Mosher St., grief - stricken mother of Mrs. Clark, said:

"If she didn't have money to go to the station to report the threats by Moore, she could have called me. I don't know why she didn't tell somebody. I knew something was wrong because she has been having trouble with that man for a long time. She would tell her sisters, but she never told me."

Mrs. Parker said she "felt" that something was going to happen. I went to bed fearlier than usual, but couldn't sleep. When the phone rang, I almost went to pieces because I knew it meant trouble."

• • •

SGT. SMEDBERG said police has been unable to find anyone who let Moore in the house or saw him enter.

Mrs. Leola Moore, 800 block N. Gilmor St., mother of Moore, said he lived with her occasionally when he

MRS. BLANCHE CLARK

wasn't elsewhere.

She said he worked with his father every day, but had not worked since the weekend due to a cold. The grieving mother said Moore was jolly and gave no hints that he was worried or was thinking of anything like the mass killings.

Mrs. Moore said her son dropped out of school in the 10th grade, but has never been in trouble before.

• • •

SGT. SMEDBERG said police didn't bother to check his records because all charges are abated by death.

Mrs. Dianna Butler, mother of Mr. Clark, who lives in New York, arrived Thursday to help make burial arrangements. She was unable to talk with reporters.

All survivors are nearly speechless when they attempt to explain the tragedy. To them it will probably grow old.

But for little Linda it won't be easy. Although she, too, is speechless, she can she ever erase the picture of horror printed in her young mind?

Tragedy does weigh heavy on those left behind.

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