—Job prejudice

(Continued from Page 1)

heads this agency which is so especially sensitive so far as non-whites are concerned. What follows is a conversation between Stephen C. Cromwen, executive direct Cromwell, executive director of the Department of Employment Security, and this writer.

But first comes the question of what DES is and does. Most people who work know DES is the agency that administers Maryland's unemployment compensation insurance program. DES is where you go when go lose your job and can claim jobless pay benefits.

Most states have similar agencies and all are unique in that the Federal government provides all the funds.

Most citizens also know that DES offers a free job placement service. Employers who want workers contact this agency and workers who want jobs go to DES for referral. Along with job placement DES provides free job counseling and aptitude testing. It is fairly expert in giving you an idea of what work best suits your personality.

• • •

LESS FAMILIAR to the general public are three other divisions of DES. (1) The appeals division which hears disputes rising out of unemployment benefits (2) the methods and personnel division which trains people who work for DES (3) the management division which among other things, does research, makes studies and distributes information on the state labor market.

There is a fourth section of DES which just might be most important of all. This is the advisory council, of private citizens representing employees, employers and the public, that advises the DES executive director on policy.

A board of appeals is the final department comprising this agency.

It can be seen that DES is a huge operation. It has over 1,000 workers in 20 field offices throughout Maryland and operates on a Federal budge which last year exceeded $6 million.

• • •

NOW TO Stephen C. Cromwell, a career man with the Department of Employment Security, who worked his way up through the ranks. In 1961 he was appointed to the post of executive director of DES by Governor Tawes.

Could you give the total employees with this Agency.

ANSWER: We have 1,020 employees at this time. This total will slide down as we release our summer temporaries and it will go back up in December again.

Q. - Of this approximately 1,000 then, how many permanent employees in this Agency are colored.

A. - There are 136 altogether. Seventy-three of them are clerical, stenographic or maintenance workers, 8 are semi-professional, 55 are professional.

Q. - Are any of these 136 colored employees in supervisor's positions.

A. - Yes there are seven supervisors. Now let me say this, there are 27 others who have people reporting to them. We have 5 colored claims specialists, 2 placement specialists, 17 interviewers, 1 appeals referee, two tabulating equipment operators, grade 2, and two chief stationary engineers. They are of higher rank than others in the departments they work in so they are supervising, in a sense.

Q. - But do any of these people have the authority to hire.

A. - No, they don't.

Q. - Mr. Cromwell, on an informal tour of this sixth floor where your offices and those of other executives in DES, no colored workers seem evident anywhere.

Did things just work out this way? Or is it planned? Or is this a pattern you inherited. Are there any colored workers in these policy and planning offices.

A. - As far as I know there are no colored employees on this floor. I have had this job since June 1st, 1961. I haven't changed any top jobs in this agency in that time. I well oh yes, just one job in analysis, which was filled by promotion from the merit list. It's my belief that people who are coming up in the departments will be the top echelon people in the future.

I don't quite agree that I've inherited a pattern and that it will take time to change this pattern, I think it will change rapidly. There are a great many qualified colored people today, trained with great interest in government. I think they feel they'll get a better break in government. Maybe that's an improper feeling on my part, but in government work I think they have gotten better breaks.

The main thing is that if given the opportunity they have done the job-that is the real test, and I am not speaking of just ordinary jobs tha anyone could do but in jobs that require participation in helping build something worthwhile and imagination, colored employees have done well.

The results have been good - all you have to do is go into any area where people of different types are working together and the healthiness of the situation is evident - no people yapping at each other.

• • •

Q. - Do you actively encourage your department heads to chose from the list of eligible applicants without regard to race.

A. - Yes Sir!

Q. - Are you satisfied that your supervisors are responding to this advice.

A. - There is no question that this is so. The fact is that colored workers themselves have done a very satisfactory job and supervisors cannot just say I'm not going to hire someone because of his color because supervisors know these people have worked very effectively.

I think within any department, colored workers, so far as I know, don't feel they are not being handled as they should or are passed over.

Q. - Mr. Cromwell, sociologists have a name for people in organizations who practice under-the-table discrimination in hiring. Human relations experts term such people "racial gate keepers". They pass colored job-seekers by rationalizing that the boss would want it that way. Or as one writer put it: "They're just tending gate to keep the pasture lily-white."

In recent employment bias surveys it has been borne out that often an executive might be under the impression that his firm has no colored workers only be-

IN A NUTSHELL

- **The Department of Employment Security has 1,020 employees under the state merit system**
- **844 white workers**
- **136 non-white, 50 of them professionals, the rest semi-professional, clerical and maintenance workers**
- **7 colored supervisors but none of them has authority to hire or fire or make policy**
- **No colored members on the advisory council or private citizens who help the Executive director formulate policy**
  (Note: A Morgan State College professor was a council member in former years)
- **The Department of Employment Security is a state agency supported entirely by Federal funds**
- **In 1961, it cost $6 million in tax money to operate this arm of Maryland's government.**

REV. GEORGE CRAWLEY

cause none ever applied. What is your reaction to this situation.

A. - I don't say this doesn't happen. I am unaware of it thought. It seems to me the equal opportunity commission would be best equipped to handle this. If it does exist it ought to be corrected.

Q. - The employment service division of DES carries on free job placement for residents. This raises another question. Can a businessman stipulate to your placement specialists that he only wants applicants of a certain race for a job he wants filled.

A. - We would not comply with such an order. We would tell such an employer we will not do this and that it is our responsibility to send him qualified applicants whoever they might be.

Q. - Could an employer circumvent your policy Though such racial restrictions are against your policy, could an employer secretly get around it.

A. - An employer could circumvent our policy, I suppose, though I would assume an employer who persisted in this kind of thing would be liable to censure.

It would be inconceivable to me that it would be done in this agency however. I was told when I took this job that perhaps certain employers would take their business away if we sent all eligible workers to them. I said 'dammit, let them take their business away' but we've lost no business at all.

Q. - David Glean, executive secretary of Baltimore's Equal Opportunity Commission, recently stated to the effect that when white executives are confronted with a colored applicant who is seeking a high-level job their reaction has been "How dare he apply for this job!" Would you give your reaction.

A. - I would certainly think so. The individuals who have been given opportunity to do a job have done it. As a matter of fact colored workers try harder, they are very anxious to do a good job and as a practical thing that is very good in an employee - I think they have a desire to do better than a white person, to put out extra performance and most of the time I think they do this.

Q. - What progress can you report regarding integration of colored workers within your agency.

A. - I'm kind of proud of our own record. Whatever statement I'd make would be self-serving.

• • •

SO AS FAR as Mr. Cromwell is concerned, things are racially rosy at the Department of Employment Security.

Next week, however, another executive in this same agency will be heard. This man will be quoted as saying that workers in offices of the Department of Employment Security have been discovered coding job orders according to race, that racial attitudes do come very much into play in the employment service program.

Which will prove hopefully that while things may be pure and serene in Steve Cromwell's sixth floor executive suite, in the lower echelons of DES some bigots have been very busy.

(Continued Next Issue)

—Minister

(Continued from Page 1)

the incident, the Rev. Mr. Crawley, who succeeded his father, the late Rev. George A. Crawley Sr., as pastor of St. Paul eight years ago, said "I am not interested in creating any problems for anybody. I only hope this experience will help us to have better policing.

"This type of thing will continue to happen until policemen learn that every colored man is not a criminal."

• • •

IN EXPLAINING the minister's refusal to show the requested credentials, Mr. Russell told Judge Finnerty:

"This man is a pillar in the community. He was embarrassed when the officers accosted him in the presence of his family and friend, especially after he identified himself verbally."

The lawyer added that since it was such "a touchy situation," it would do great harm to present testimony "which would blow the case up out of all proportions."

—Ammons

(Continued from Page 1)

(Ill.) court. The trial was marked by charges by Ammons' attorneys that he was not being given a fair trial.

Atty. LaVon Pride withdrew from the case after charging his client "was not getting a fair chance" because of his race. The other attorney, Michael Berkos, cited as rather strange the action of a trial judge. He said the judge stalked off the bench when Berkos presented a bondsman who was prepared to put up the full bail money.

• • •

BERKOS SAID the judge "just wouldn't listen" to his plea to reduce the bond for Ammons. Ammons was held in jail until he was sentenced despite the fact that his wife, Lavenia had raised $25,000 in bail for his release.

Ammons was arrested on the eight- month - old dope charge by four Will County agents last Labor Day after he had returned from an engagement in Brooklyn, Ill. He faces two other charges of dope sale in Chicago, but Berkos said that the state's case against him on those charges is not too good.

Ammons had a dramatic parting with his tearful wife here before he was led away to begin serving the sentence.

• • •

AMMONS CONSOLED himself with this thought: "Well, at least I still have my music." He apparently was referring to a statement attributed to Joliet prison officials. The officials said they had heard of Ammons' musical ability and will be "happy to have him leading their band."

Ammons drew the two to 10 years sentence after Berkos entered a guilty plea in his behalf. The plea was made after Berkos consulted with representatives from the State's Attorney's office, presumably to obtain a reduced sentence for Ammons. It was reported that he could have drawn a life sentence. The present sentence could also be reduced for good behavior.

THE TWO CHARGES still resulted from Gene's effort pending against Ammons to help friends. He was arrested on the charges when two "friends" from Kansas City reportedly came to him and asked him if he knew where they could make a buy. Gene told them he could make a connection.

When the two arrived at the tavern, a federal agent stepped in and made the arrest. Atty. Pride called the arrest an "entrapment."

• • •

MRS. AMMONS indicated last week that her husband had not been given a fair chance to rehabilitate.

"The truth is," she said, "that Gene had just about finished kicking his habit and he had nothing on him but a tranquilizer when they picked him up."

The son of the late jazz pianist Albert Ammons, Ammons has been doing well financially with his records and personal appearances. His recent "Bad Bossa Nova" album is one of his biggest sellers in 10 years of recording for Prestige Records, the company reports.

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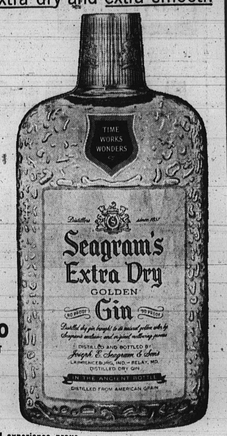

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—Concert

(Continued from Page 1)

Youth Choir of Salem Methodist Church, New York City, the powerful Senior Choir of Salem and the tremendously popular Town Choir of Baltimore.

These three choirs will pro-

Collegian press convention scheduled for January 5

Entries are being accepted for the 12th annual Collegian Press Convention for junior high school students, which will be held Saturday, January 5, at Baltimore City College, announces Principal Henry T. Tost.

The conclave, sponsored by the staff of the City College weekly newspaper, will feature an address by Donald Kirkley, television editor.

Also included in the activities, to which student journalists from junior high schools in the Baltimore-Washington area have been invited, will be news writing clinics, writing contests, and newspaper judging.

Winners of the events will receive awards presented by the AFRO-AMERICAN, Sunpapers and the News Post.

Student chairman of the event is Edward Max, Collegian managing editor. Inquires should be directed to him.

Man finds he should have stayed 'dead'

A 54-year-old man learned Wednesday he would have been smart to continue to play "dead."

George S. Pugh, 1600 block N. Spring St., was convicted as a second offender of lottery laws and sentenced to three years in the penitentiary by Chief Judge Michael J. Manley.

Pugh was indicted for numbers violations last December, but his trial was delayed when relatives told his attorney he was dead, Robert Freeze, prosecutor, told the court.

The accused numbers pickup man was brought to trial when a serious illness did not prove fatal, Mr. Freeze said.

MAYOR PROCLAIMS

"POSTAL SAFETY WEEK"

Mayor J. Harold Grady has signed a proclamation designating the week of Nov. 25-Dec. 1 as "Baltimore Postal Employees' Safety Week."

THE REAR OF 2311 W. North Ave. where five children were burned to death early Sunday morning. There is no fire escape.

BJC enters alligator

Baltimore Junior College will compete in the First National Collegiate Baby Alligator Race at Bakersfield College campus, California, Dec. 5, Skip Wilson, Student Council President, recently announced.

The race is sponsored by the Associated Students of Bakersfield College who feel "that the alligator population of the United States deserves a name in the annals of American history."

Races will be divided into entries from state colleges, universities or junior colleges, he said.

Alligators must be between 8-20 inches, and winners will receive ribbons, according to the rules, Mr. Wilson said.

If the BJC alligator wins, he will be returned to the college, Mr. Wilson said.

But if he should lose, Mr. Wilson said, he would be donated to the local zoo.

Meany rebuked

NEW YORK — George Meany's attack upon the NAACP has been termed "an attempt to justify the years of cruel neglect of the rights of colored and other minority group workers within the labor movement."

That was the rebuke administered by Daniel J. Sculder, president of the Association of Catholic Trade Unionists, who added, "Had Mr. Meany displayed the passion which he used against the NAACP on behalf of racial justice within the labor movement, there might not be need of an NAACP labor secretary."

Judge Delaney 'Man Of Year'

JUDGE DELANEY

NEW YORK — Hubert T. Delaney, retired judge of the New York Domestic Relations Court, has been named "Man of the Year" for voluntary service to the Harlem Branch YMCA.

The annual award plaque was presented to him on Monday at the annual dinner of the YMCA of Greater New York in the Hotel Astor.

Marking the 110th anniversary of the YMCA in the city, the dinner also launched the public phase of a $14,257,000 campaign for new facilities and program expansion throughout the five boroughs.

CORE plans activities on Dec. 9

A survey of Maryland public facilities will be conducted by the CORE on December 8, in an effect to determine areas where segregation still exists.

"Operation Gateway" as the project is termed seeks to enlist workers for sit-ins in areas the diagnosis indicates needs "treatment."

A bulletin sent to organizations thoughout the city stated that only "those who adhere to non-violence will be accepted. You must be prepared to risk the normal hazards facing demonstrators in Maryland."

The Dec. 8, meeting will be held at various locations within the state, they are as follows:

Those who are residents of Baltimore will meet at Douglas Memorial Church, Lafayette and Madison Aves. at 10 a.m. Interested persons living in or around Aberdeen will meet at 11 a.m., Union Methodist Church, Old Post Road in Aberdeen.

Residents of Westminster are asked to contact the Rev. McKenney, Union Methodist Church, Union St., Westminster.

Other persons who are interested, but do not wish to actually participate in the sit-ins, may send contributions to Baltimore CORE, 2316 W. North Ave., Baltimore 16.

For additional information call 669-6034.

ATLANTA — Dr. Morton J. Sobel, director of the National Department of Colleges and Universities of the Anti-Defamation League of B'nai B'rith, lectured at Morehouse College last Monday under the sponsorship of the Department of Sociology.

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