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PEACE LUTHERAN CHURCH
1111 N. Maple Rd.
ANN ARBOR, MICHIGAN

April 9, 1964

Mr. Jack Elzay, Mr. Thad Carr,
Members of the Board of Education
Ann Arbor, Michigan

Dear Madams and Sirs:

The Employment Committee of the Ann Arbor Conference on Religion and Race has appreciated the cooperation given it in the conducting of a current study of employment conditions for Negroes in Ann Arbor. Our interest in the public school system is two-fold. First, we are anxious that no qualified Negro applicant for a teaching position be turned away when their talents are needed, and, secondly, that Negro youth receive the encouragement and education necessary to equip them to compete adequately with others in our society for employment. At present, although we feel both ends will be served, it is primarily to encourage the hiring of qualified Negro teachers that we are writing.

In order to understand what we are seeking, it needs to be recognized that many skilled potential Negro teachers become discouraged in communities such as ours because of previous unfavorable experiences elsewhere. No one seeks to be embarrassed, especially re-jectedly. Hence, it follows that many times the only way qualified Negro teachers can be hired in a predominately white community is for that community to take the initiative in encouraging applicants and thereby reassure them that they will not be regarded differently because of their race.

We emphasize the word 'qualified'. No one, especially the Negro, wants to be insulted by patronage, nor do we expect the Ann Arbor school system to lower its standards. However, widening the field of potential teachers by encouraging Negro applicants from institutions such as Cheyney State College, Cheyney, Pa. and Wayne State University in Detroit can only serve to maintain the highest standards among teachers in Ann Arbor, and, at the same time, help teach a practical lesson in racial understanding and cooperation to our youth and community.

We would appreciate hearing of any such plans that are already in progress or may be drawn up in the hiring of Ann Arbor teachers, and we stand ready to help in any way and to elicit all the community support possible to further such a program.

Respectfully,

(signed) Rev. Terry L. Daly
Rev. Terry L. Daly
chairman, Employment Committee

(signed) George Laurent
Rev. George Laurent,
chairman, Conference on
Religion and Race