

1D) Combating Job Bias - Can we overcome past discrimination?

LI Schools Biased In Teacher Hiring, NAACP Aide Says, *Newsday, February 11, 1957*

Hempstead -- An official of the National Association for the Advancement of Colored People charged yesterday that a "near-conspiracy" between college placement agencies and local school authorities cheats qualified Negroes out of teaching jobs in Nassau, and Suffolk. Jawn A. Sandifer, the NAACP's state legal redress commissioner, said his association had checked more than 150 Negro education students at New York City colleges. He said the survey found that all had been told it would be "useless" for them to apply for jobs. Although there are now several Negro teachers in Nassau, Sandifer claimed that placement divisions at New York City schools such as City, Queens, Brooklyn, and Hunter Colleges and at Columbia and New York Universities discourage Negroes from applying for Long Island teaching jobs.

School Aides Hit Charge Of LI Hiring Bias, *Newsday, February 12, 1957*

College placement bureaus and Long Island school officials vigorously denied yesterday that racial bias is cheating qualified Negro teachers out of jobs in Nassau and Suffolk. But their denials came in the face of admissions by two leading New York City teachers colleges that "it's tough for Negroes to get jobs in Long Island." The teacher placement directors at both Columbia Teachers College and City College acknowledged that the odds are heavily against Negro applicants for jobs in Long Island schools. Both, however, joined other school officials in denying charges by the National Association for the Advancement of Colored People that a "near conspiracy" between placement bureaus and school boards had created the racial barrier.

CORE Wins Job Agreement at LI Bank, *Newsday, January 17, 1963*

Franklin Square -- The Franklin National Bank and the Congress of Racial Equality (CORE) announced agreement yesterday on a hiring system by the bank that calls for the employment of at least 50 non-white permanent and at least 12 non-white temporary employees. The agreement, which did not specify the types of jobs to filled, is the first of its kind between a Long Island firm and the militant rights organization. . . The bank currently employees 1,200 persons, 16 of whom are Negroes. The Long Island effort to combat discrimination in hiring practices is part of a large-scale campaign by CORE in the metropolitan area.

CORE and More Jobs: Editorial, *Newsday, January 17, 1963.*

It wasn't necessary for the militant Congress of Racial Equality (CORE) to spell out what would happen to the Franklin National Bank if it did not sign an agreement to hire more Negroes and Puerto Ricans. CORE is currently conducting a boycott by shoppers against Sealtest Foods, a large dairy firm, where its members seek to impose a figure or a percentage for the hiring of non-whites during 1963. Franklin quickly realized the implications and fell into line: at least ten non-whites will be hired in "non-menial" jobs during the next 30 days.

This is a thoroughly unpleasant effort to achieve a good end, the abolition of racial discrimination in business houses. That end is sought through the Fair Employment Practices Act, which bars such discrimination, and through a presidential proclamation aiming for the same worthy result. However, CORE does not want to wait for patient progress. In the words of Lincoln Lynch, president of its Long Island chapter, "We want action, immediate action." Action through boycott should always be a last resort, and more times than not is reprehensible. In this instance, it smacks of discrimination in reverse.

We don't like this sort of blackjack approach to a grave national problem. CORE is sowing the seeds of disunity and this country may rather reap the whirlwind.

Hempstead Group Lists Bias Demands, *Newsday*, February 17, 1967

Hempstead -- A committee of civil rights and civic groups announced yesterday a list of demands to the village government involving housing employment and municipal services. The organization, calling itself the Hempstead Committee for Action Now, has been backing a campaign to desegregate the Hempstead Volunteer Fire Department. Their statement also set forth alleged grievances of Negroes on other matters. The committee includes representatives of churches, civic associations and social groups in addition to the Long Island Congress of Racial Equality and youth and adult branches of the National Association for the Advancement of Colored People.

The committee also demanded that more Negroes be hired in all branches of village government. Local officials have said that they cannot find qualified Negroes for the police department and other jobs. The demands also included greater police protection in Negro sections and an end to alleged inferior garbage collection in these areas. Village officials have denied that discrimination exists in these services.

Hempstead Office Puts 125 Negroes in Jobs, *Newsday*, September 1, 1967

Hempstead -- An official of the newly formed Village of Hempstead Employment Opportunity Corp, hailing the agency's progress, said that it has found jobs for about 125 persons. Clarence Newallo, chairman of the board of the agency, said that more than 180 persons have been sent out as job candidates, "but demand has been great that these people, in their excitement haven't called back to confirm they have the jobs."

The job finding organization was formed last month as a private undertaking of Hempstead businessmen to find at least 400 new jobs for village Negroes. The \$36,000 program is operating without government help of any kind, depending completely upon money contributed by local business leaders.

Newallo said Negroes were placed in scores of firms including the Long Island Lighting Co., Abraham and Strauss and the New York Telephone Company. He added that the reaction of the Negro community to the plan was skeptical at first, but "now they are getting confidence in the program."

Questions:

- 1- Why did the NAACP protest against actions by New York City colleges?
- 2- How did colleges and school officials respond to these accusations?
- 3- Why did civil rights groups charge the town of Hempstead with racial bias?
- 4- The *Newsday* editorial describes CORE as "militant"? In your opinion, is this meant as a compliment or a criticism? Explain your answer.
- 5- According to these articles, what jobs were successfully integrated by CORE?
- 6- In your opinion, were the protests organized by CORE justified? Explain your answer.